

Roll.No.

24PHRCT1004

SHRIMATHI DEVKUNVAR NANALAL BHATT VAISHNAV COLLEGE FOR WOMEN
(AUTONOMOUS)

(Affiliated to the University of Madras and Re-accredited with 'A+' Grade by NAAC)
Chromepet, Chennai - 600 044.

M.A.HRM- END SEMESTER EXAMINATIONS - NOVEMBER 2025
SEMESTER - I

24PHRCT1004 - Human Resource Information System

Total Duration : 2 Hrs. 30 Mins.

Total Marks : 60

Section B

Answer any **SIX** questions (6 × 5 = 30 Marks)

1. Discuss the different types of information system.
2. Explain the role of IT in HRM and IT for HR Manager.
3. Explain the process of need analysis in designing an HRIS.
4. Identify and evaluate the information system support for Planning and Control.
5. Discuss the importance of data capturing for monitoring and review in HRIS.
6. What are the primary threats to information security in HRIS?
7. Summarize the strategic value of HRIS to organizational success.
8. Discuss how HRIS supports compliance with employee legislation.

Section C

I - Answer any **TWO** questions (2 × 10 = 20 Marks)

9. Critically analyze the structure and mechanism of HRIS, and their relevance to HR management.
10. Evaluate the steps in designing an HRIS and discuss how effective data management contributes to decision-making in organizations.
11. Examine how HRIS modules streamline HR processes such as recruitment, selection, placement, and performance appraisal. Provide examples of system support for planning and control.
12. Assess the importance of information security management in HRIS, and the efforts/processes used to overcome these issues in modern organizations.

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II - Compulsory question (1 × 10 = 10 Marks)

13. A multinational organization has implemented a comprehensive HRIS but is facing challenges with data capturing for monitoring reviews and integrating behavioral patterns of managers into information processing. The organization is also struggling with authority responsibility flows and communication among diverse managerial levels.

Questions:

- A) Analyze the organizational structure and related management processes in the context of HRIS as described in the case above.
- B) Propose solutions for improving data capturing and integrating behavioral data for better decision-making.
