BINDURA UNIVERSITY OF SCIENCE EDUCATION

FACULTY OF COMMERCE

DEPARTMENT OF HUMAN CAPITAL MANAGEMENT

HUMAN RESOURCE INFORMATION SYSTEM (HRIS) (HCM 403)

TIME: THREE HOURS

INSTRUCTIONS TO CANDIDATES

1. Answer **any four** questions.

2. Start the answer to each question on a fresh page.

INFORMATION TO CANDIDATES

1. No cell phones and any other unauthorised materials are allowed into the examination room.

2. Each question carries 25 marks.

QUESTION 1

Identify and explain the available privacy laws that enforce employee data security in Zimbabwean organisations

[25 Marks]

QUESTION 2

a) Name any **FIVE** possible modules of HRIS [10 marks]

b) Describe any **FIVE** business advantages of having a computerized HRIS in a commercial organization [15 marks]

[25 marks]

QUESTION 3

As an HR professional discuss any FIVE reasons why businesses are not using HRIS in Business Decision Making

[25 marks]

QUESTION 4

Explain the following terms as used in HRIS giving relevant HR examples.

a) ERP [5 Marks]

b) SAP [5 Marks]

c) Intranets [5 Marks]

d) Extranets [5 Marks]

e) Portals [5 Marks]

[25 Marks]

QUESTION 5

Demonstrate your understanding of HRIS and how it is used in carrying out HR functions.

[25 Marks]

QUESTION 6

Discuss any **FIVE** causes of data security issues in organizations

[25 Marks]

END OF PAPER