



(Knowledge for Development)

KIBABII UNIVERSITY
(KIBU)

UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR

END OF SEMESTER EXAMINATIONS
YEAR TWO SEMESTER ONE EXAMINATIONS
FOR THE DEGREE OF MASTER OF SCIENCE
(HUMAN RESOURCE MANAGEMENT)

COURSE CODE : HRM 820

**COURSE TITLE : HRM COMPUTERIZED HUMAN
RECURSE MANAGEMENT**

DATE: 10/06/2022

TIME: 9.00 A.M – 12.00 NOON

INSTRUCTIONS TO CANDIDATES
ANSWER QUESTIONS ONE AND ANY OTHER TWO.

QUESTION ONE (COMPULSORY) [20 MARKS]

- a. Explain any four elements of a system as used in HRIS. **[8 marks]**
- b. Discuss four important advantages to firms using an HRIS. **[12 marks]**

QUESTION TWO [20 MARKS]

What are the five general phases of the System Development Life Cycle?

The five general phases of the SDLC are: (1) planning, (2) analysis, (3) design, (4) Implementation, and (5) maintenance.

- a. When does the development and implementation of a new HRIS begin? **[5 marks]**
- b. Describe the five general phases of the System Development Life Cycle. **[15 marks]**

QUESTION THREE [20 MARKS]

- a. Give four generic strategies for dealing with competitive forces, enabled by using IT **[4 marks]**
- b. Explain two ways in which Information System can economically impact Organizations and Business Firms? **[4 marks]**
- c. Discuss four ways in which organizations can use information systems to achieve competitive Advantage. **[12 marks]**

QUESTION FOUR [20 MARKS]

- a. Briefly describe five general requirements of a good Transaction Processing System (TPS). **[10 marks]**
- b. Briefly discuss the four Transaction Processing system cycles. **[10 marks]**

QUESTION FIVE [20 MARKS]

- a. Explain what Management Information System (MIS) **[5 marks]**
- b. Discuss the five characteristics of Management Information System (MIS). **[15 marks]**