



*(Knowledge for Development)*

**KIBABII UNIVERSITY  
(KIBU)**

**UNIVERSITY EXAMINATIONS  
2020/2021 ACADEMIC YEAR**

**END OF SEMESTER EXAMINATIONS  
YEAR TWO SEMESTER TWO**

**FOR THE DEGREE OF  
MASTER OF HUMAN RESOURCE  
MANAGEMENT**

**COURSE CODE : HRM 820**

**COURSE TITLE : COMPUTERIZED HUMAN RESOURCE  
MANAGEMENT**

**DATE: 5/8/2021**

**TIME: 2.00 P.M - 5.00 P.M**

---

**INSTRUCTIONS**

SECTION A IS COMPULSORY. IT CONTAINS 20 MARKS.

ANSWER ANY 2 QUESTIONS FROM SECTION B. EACH QUESTION IN THIS  
SECTION CONTAINS 20 MARKS.

## SECTION A

### QUESTION ONE (COMPULSORY ) [20 MARKS]

- a. What do you understand by computerized human resource information system. [3 Marks]
- b. Human resource systems differ widely. Differentiate between the following:
  - i. Intranets, extranets and portals [6 Marks]
- c. Briefly explain the basic requirements of a computerized human resource information system. [6 Marks]
- d. Explain what you understand by Enterprise Resource Planning or ERP. [5 Marks]

## SECTION B

Answer any two questions in this section. All questions carry the same marks.

### QUESTION TWO [20 MARKS]

- a. A non-governmental organization has been using a manual human resource information system for quite some time in its operations. You have been consulted to advise on the adoption and implementation of a computerized human resource system in its operations. Explain how you would advise this organization to adopt and implement the computerized human resource information system. [10 Marks]
- b. Organizations usually adopt human resource information system for efficient service delivery. Explain why sometimes these systems usually fail even after implementation. [10 Marks]

### QUESTION THREE [20 MARKS]

- a. Describe the features of a human resource information system. [10 Marks]
- b. In designing a computerized human resource information system, explain the tasks that will be included in this system. [10 Marks]



**QUESTION FOUR [20 MARKS]**

- a. A data warehouse is a computer system designed for analyzing the historical data of an organization, such as sales, salaries, or other information from day-to-day operations. Explain the advantages of using data warehousing in human resource information systems. **[10 Marks]**
- b. Large number of organization's have benefitted by office automation. What are the advantages related to the human resource information system? **[10 Marks]**

**QUESTION FIVE [20 MARKS]**

- a. The design of Human Resource Information System depends on the nature and size of the organization, requirements of management, compliance of governmental regulatrions, availability of suitable software packages etc. Explain the steps that should be taken when designing a computerized HRIS. **[10 Marks]**
- b. A computerized human resource information system needs information for efficient management of the employees working in different organizations. Explain any five important information required in the computerized human resource information system. **[10 Marks]**