



(Knowledge for Development)

KIBABII UNIVERSITY

(KIBU)

**UNIVERSITY EXAMINATIONS
2021/2022 ACADEMIC YEAR**

**END OF SEMESTER EXAMINATIONS
YEAR ONE SEMESTER ONE EXAMINATIONS**

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

COURSE CODE: HRM 820

**COURSE TITLE: COMPUTERIZED HUMAN RESOURCE
MANAGEMENT**

DATE: 01/02/2022 TIME: 9.00AM – 12.00PM

INSTRUCTIONS TO CANDIDATES

ANSWER QUESTIONS ONE AND ANY OTHER TWO.

QUESTION ONE [20 MARKS]

a. Discuss any two factors that affect the ability of firms to harness the potential of an HRIS?

[8 marks]

b. Discuss four important advantages to firms using an HRIS

[12 marks]

QUESTION TWO [20 MARKS]

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 components of Transaction Processing System (TPS).

[10 marks]

b. Project Development cycle involves feasibility study. Briefly discuss five type of Information System development feasibility studies.

[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]