DEPARTMENT OF MANAGEMENT
SCHOOL OF MANAGEMENT &BUSINESS STUDIES
JAMIA HAMDARD

Even Semester Examination (Online) June 2021

MBA [Semester IV]

Paper Name: **Human Resource Information System** MM: 75

Paper Code: **MBA-GE-HR-08** Time: 03Hours

Email Id of the Examiner: fakhra@jamiahamdard.ac.in

Email Id of the Assistant Superintendent of Exams: mba4june2021@gmail.com
Email Id of Dean: deanmanagement@jamiahamdard.ac.in

Note:

- Students have to submit the **Scanned hand written solutions** to the Examiner, Assistant Superintendent of Examination and Dean on the email ids as mentioned above.
- Students shall use **ruled white paper & blue ink** to write the solution. Each page must have a **serial number and the signature** of the student.
- An additional ½ an hour will be given to the examinees to scan the answer sheets, convert it into single PDF and upload it on the id's given on the question papers.
- If any two copies are found to be similar then both the copies shall be cancelled. Such students will be considered/ tried for unfair means.
- The attached PDF shall be named as follows – Full Name-Enrollment Number-Course-Semester-Subject Abbreviation (Example: Rabia Shaheen-2017-334-032-MBA-IV-QTM) and students shall also mention the same in subject line of the email & his/her answer copy also.
- Answer All Questions, each carry equal marks.

Q1: You are a HR professional who is engaged in merging two organisations who have two separate HRIS system. List 8-10 topics/areas related to employee data/administration application module that needs to be addressed as a result of the merger. Assume that both merging companies use different HRIS software applications.

Q2: Define the different HR packages available in the market for recruitment and selection with their modules and explain how it controls the HR system.

Q3: What is HR audit? Explain the HR audit procedure and how is it used in controlling the human resources in the multinational corporates?

Q4: How human resource value can be calculated in an organisation? Develop a human resource accounting system for a software company and discuss the employee replacement cost with reference to IT industry.

Q5: Why do organisations prefer to calculate returns on investment while planning for HRIS? What is the role of formulating the Cost Benefit Analysis matrix? Show with the help of appropriate examples.