Department of Management
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Examination: MBA IV
Human Resource Information System (MBA-GE-HR-08)

Duration: 3 hr. Max.Marks: 75

Note: Attempt any five and all questions carry equal marks. (15X5=75)

Q1: An HRIS lets HR spend less time on administrative work, ensures the accuracy of employee data, and allows employees to manage their own information. Do you agree with the statement? Explain. Also, elucidate other benefits of HRIS.

Q2: Explain the following:

- **a) Applications of HRIS.**
- **b) Organizational Climate Approach**
- **c) Balance Scorecard**

Q3: According to you what are some of the software's available for managing the needs of the workforce? Draft the spreadsheet of Compensation Management Systems.

Q4: What are the steps involved in developing and implementing Human Resource Accounting?

Q5: You are invited as a guest speaker in ABC University. You are asked to speak on the topic HR Accounting. What all areas you will cover while preparing for the topic. How will you distinguish between HR Accounting and Financial Accounting?

Q6: Do you think there is a need to verify current practices, documentation, policies and procedures prevalent in the HR system of the organization? Describe the process of such verification.

Q7: Define the term 'Human Capital' and explain the Mercer six step model to measure the human capital of any organization.

Q8: Recently, your company asked you to prepare HR Audit Report. What all things will that report contain? Are there any challenges faced while preparing this report? Comment upon those challenges.
