



JULIUS NYERERE SCHOOL OF SOCIAL SCIENCES

DEPARTMENT OF HUMAN RESOURCE MANAGEMENT

MSC HUMAN RESOURCE MANAGEMENT

LEVEL 1 SEMESTER1

EXAMINATION QUESTION PAPER

MODULE CODE	HRMM 513
MODULE NARRATION	HUMAN RESOURCES INFORMATION SYSTEMS
DATE	
DURATION	3 HOURS

INSTRUCTIONS TO CANDIDATES:

Answer all questions in section A and any two questions in section B.

Section A carries 40 marks and each question in section B carries 30 marks.

Questions may be answered in any order.

GREAT ZIMBABWE UNIVERSITY
EXAMINATIONS OFFICE

30/01/2024

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SECTION A

QUESTION ONE

- a) What are some critical success factors for effectively conducting an analysis of HRIS needs?
(15 marks)
- b) Briefly explain the evolution of HRIS
(10 marks)
- c) Explain how planning and analysis integrate and inform further steps in the Systems Development Life Cycle (SDLC)
15 Marks)

SECTION B

QUESTION TWO

Castells (2010) and others have demonstrated the revolutionary impacts of present day new technologies on work, organisations and how organisations are managed. Taking information and communications technologies (ICTs) as an example of new technologies:

- a) Explain how ICTs impact on the way work is organised and managed in enterprises
(15 marks)
- b) Explain how ICTs impact on your organisation's markets
(15 marks)

QUESTION THREE

Explain the role played by the following data integration concepts in the strategic delivery of HRM in any organisation of your choice; (1) data warehouses, (2) business intelligence, (3) data mining
(30 marks).

QUESTION FOUR

What are some critical success factors for effectively conducting an analysis of HRIS needs? b) Explain how planning and analysis integrate and inform further steps in the Systems Development Life Cycle (SDLC)
(30 marks).

QUESTION FIVE

Why are information security and privacy important considerations in the design, development, and maintenance of an HRIS? b) List and discuss the major information security and privacy threats to organizations (30

END OF EXAM