

Indian Institute of Technology Kharagpur
End – Spring Semester 2017-18

Duration: 3 Hours

Subject No. HS60070

Department/Centre/School:

Instructions:

Full Marks: 50

Subject: Human Resource Information System

Humanities and Social Sciences

Attempt all questions. Each question carries equal marks.

1. Using the organizational model, explain why and how the global business environment and organizational environment influence the nature and importance of the HRIS function.
2. Prepare a list of HR database common fields and group them into tables. Can knowledge be turned into a database?
3. Complete a flowchart of the process you follow to enroll in classes and pay your tuition. Then apply the process template in the section “Planning for System Implementation.
4. Explain how planning and analysis integrate and inform further steps in the systems development life cycle (SDLC).
5.
 - a. What is the difference between the data view of a system and the process view of a system?
 - b. Construct a Gantt chart for conducting a manpower planning exercise.
6. What differences exist between metrics and analytics that focus on HR efficiency, operational effectiveness, and organizational realignment? Offer examples of each.
7. What are the factors you would have to use in calculating a cost-benefit ratio to support a Decision to purchase a new HRIS when the organization already has an HRIS that was acquired 10 years ago? Mention the factors that would comprise the costs, direct and indirect, and the benefits, direct and indirect, of the current system versus the proposed system.
8.
 - a. If you were asked to develop a training plan for an HRIS implementation, what kinds of things would you include? Why?
 - b. What would be the most effective “bundles” of metrics for talent management?
9. Identify the important legal provisions and policies governing information security and privacy in our country in the context of HRIS.
10. Explain how HR and IT/IS are combining for future HRIS Business applications? Is Web 3.0 relevant in this context?