

SOUTH EASTERN UNIVERSITY OF SRI LANKA

SECOND EXAMINATION IN BACHELOR OF SCIENCE IN INFORMATION TECHNOLOGY FOR MANGEMENT STUDIES-2009/2010

SEMESTER – II , FEBRUARY -2012

ITMS 2213R – HUMAN RESOURCE MANGEMENT

Answer all questions

Time : 03 Hours

Question 01

The Human Resource Information System (HRIS) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources within a business. An effective HRIS provides information on just about anything the company needs to track and analyze about employees. Additionally, with an appropriate HRIS enables employees to do their own benefits, thus freeing HR staff for more strategic functions.

- a) What kinds of information an effective Human Resource Information Systems (HRIS) can provide for an organization? (08 Marks)
- b) How HRIS can effectively supports the HR managers in reporting about their employees? (04 Marks)

(Total 12 Marks)

Question 02

The changes occurring in the modern business environment are affecting HRM activities of organizations. The changes like Globalization, Information Technology and other Technological Trends are requiring HRM to play an ever more crucial role in organizations. Briefly explain the implications of these changes to the field of HRM. (10 Marks)

Question 03

- a) Prepare a model of Job Description by taking a Job as an example of your choice. (08 Marks)
- b) Job design integrates or specifies many job related contents. Briefly describe the contents that have to be considered in designing the job in order to satisfy the requirements of the organization as well as job holder. (10 Marks)

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- c) Briefly explain why Man Power Planning (MRP) is significant for an organization and what an organization able to achieve by having the MRP? (08 Marks)

(Total 26 Marks)

Question 04

- a) The performance evaluation criteria can be classified into two categories; objective criteria and subjective criteria. By taking a Salesman as the job, provide the examples of objective and subjective criteria and the performance evaluation standards in order to assess the performance of the job. (10 Marks)
- b) Briefly explain the importance of training need analysis. (06 Marks)
- c) The equity issue in Pay Management (PM) has to be handled systematically in order to avoid conflicts, chaos and dispute. Briefly explain how to handle the equity issue in PM. (10 Marks)

(Total 26 Marks)

Question 05

- a) Explain the significance of the health and safety management, and the consequences of poor health and safety arrangement in an organization. (10 Marks)
- b) Briefly explain the two types of disciplinary administrative systems. (06 Marks)
- c) Briefly explain the ways in which the involvement and participation helps to create a better interaction between management and employees, and the mechanisms for encouraging involvement and participation of employees. (10 Marks)

(Total 26 Marks)

(Total 100 Marks)