

HRM3703

October/November 2015

HR INFORMATION SYSTEMS AND TECHNOLOGY

Duration 2 Hours

75 Marks

EXAMINERS

FIRST

MRS S WARNICH

SECOND

MR CV GUMEDE

EXTERNAL

MR MA BUYS

Closed book examination

This examination question paper remains the property of the University of South Africa and may not be removed from the examination venue

This paper consists of 35 pages plus a cover page

You may not consult notes of any kind, or any person, except the invigilator, during the course of the examination session

INSTRUCTIONS

- (1) Answer Question 1 in Section A and any two (2) of the four (4) remaining questions in Section B of the paper. If you answer more than two questions in Section B, only the first two questions will be marked.
- (2) Write legibly
- (3) Encircle the numbers of the questions you choose in Section B of the paper on the cover of your examination paper
- (4) This examination paper is only available in English
- (5) Two pages for rough work have been included at the back of this paper, rough work will not be marked

[TURN OVER]

SECTION A**THIS QUESTION IS COMPULSORY AND ALL STUDENTS SHOULD ANSWER THIS****Question 1**

Read the case study below and then answer the questions that follow. Read it carefully as you will also have to use this information in some of the other questions in this examination paper.

CHALLENGES AT NIBER ENTERPRISES

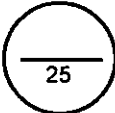
Anne works for NiBer enterprises. She is the Finance Director. The company was started 20 years ago and they provide computer training workshops. This ranges from basic word processing, spreadsheets, project management software to website design. They have always stored employee information electronically but they have always made use of spreadsheets. With their growing number of staff it has become evident that the use of an HRIS would be beneficial. NiBer enterprises has expanded so rapidly over the last 5 years that they now have 30 branches country wide with a total staff complement of 450 staff members. The Head Office is in Pretoria.

The company has to date used spreadsheets to store their data and they want to implement a new HRIS system. They have already identified which system they want to use and they have thoroughly planned the roll out and implementation. This is scheduled to conclude within the next two weeks. The system they want to implement is boundary spanning and one of the main aims is to integrate and centralise corporate data. Data also have to be shared across functional boundaries.

Thabo is a branch manager in Cape Town and he feels uncertain about this new system. One of his staff members also expressed concern about their personal information that will now be available for everybody to see. Thabo realises that he will have to manage this process carefully.

Additional information about the organisation will be shared in the questions that follow.

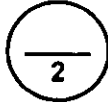
Now answer the questions 1.1 to 1.5 that follow

Questions (Compulsory)25

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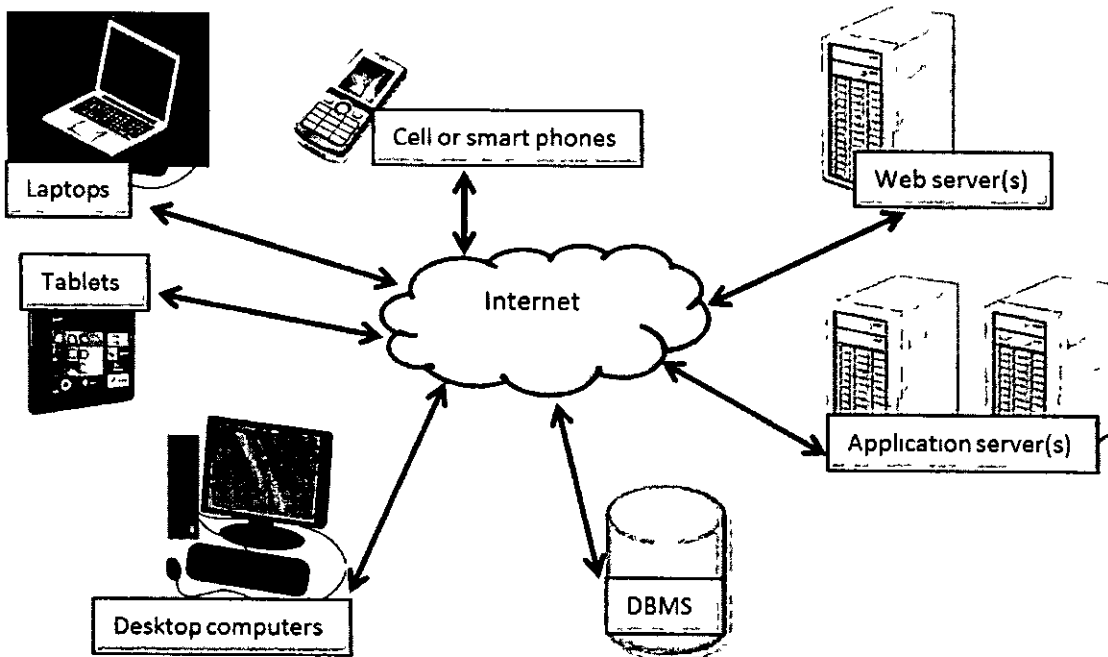
Use the information in the case study above to answer the questions for question 1

- 1.1 With reference to the case study above, identify **which type of boundary spanning information system NiBer enterprises have decided to use**. Use the information that you have learnt in the first learning unit to answer this question. Why would this be advantageous?(2)

2

[TURN OVER]

- 1.2 The type of boundary spanning information system that you identified in question 1.1 is specifically associated with the following architecture



Which type of architecture is shown above? Discuss and indicate the meaning of this type of architecture in light of question 1.1, include an example and a goal of this system (6)

[TURN OVER]

[illegible]

- 1.3 Assume that NiBer Enterprises have looked at their HRIS from two perspectives, namely data versus process. Firstly indicate **whether it is important to look at it from both perspectives or not** (provide a motivation for your answer). Secondly indicate **which one of the two perspectives provides the complete picture**. Lastly, you have to discuss the three choices that NiBer enterprises had in terms of **physical design** of the system. Name each choice and provide a brief description of what each one entails. (8)

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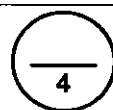
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1 4 Due to the nature of the work environment and the employees employed at NiBer enterprises, one would assume that a large number of employees might use or bring their own devices to work. Use the knowledge that you have gained by studying this module to point out five aspects that NiBer enterprises should consider in terms of BYOD and employees. (5)

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- 15 NiBer enterprises have expanded so rapidly over the last 5 five years and they may have to revisit their recruitment strategy. Anne phones you to discuss the possible use of social networking for recruitment purposes. There are benefits to using this but **she asks you to discuss your concerns regarding the use of social networking for this purpose** (4)



[TURN OVER]

ANSWER ANY TWO (2) OF THE FOLLOWING FOUR (4) QUESTIONS.

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21 Refer again to the case study in Question 1. Your friend Anne heard about metrics and during the demonstration by the HRIS vendor, mention was made of HR metrics that Nibber enterprises can benefit from. Due to her financial background this really excited Anne but she phones you to ask for information. As she is not an HR expert she wants to discuss the basic elements of measurement, metrics and analytics. You agree to meet with her but decide to prepare brief notes that you can also provide to her. Use the space below to compile brief notes that you can use in your discussion. In your notes you only have to address the following. (8)

- Getting started
- The role of “why”
- Putting HR metrics and analytics data in context
- Reporting what we find

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Question 3

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- 3.1 People in HR responsible for the implementation of an HRIS should understand basic terminology so that they are able to communicate properly with specialists, vendors and the implementation team. This will also help them to clearly communicate the exact needs that the system must meet. **In terms of an HRIS and databases, provide a definition of each of the terms below:**

HRIS (2 marks)

Action query and cross-tab query (2 marks)

SaaS (1 mark)

Cost-benefit analysis (1 mark)

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Entity in a database (1 mark)

Push and pull systems (2 marks)

Information security (2 marks)

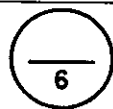
Open source software (2 marks)

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4 1 Refer to the case study in question 1. Suppose that the following also formed part of the brief that was provided when they were considering the proposed HRIS: "Employees should be able to by electronic means access their personal information, HR services and information". Identify this type of portal and provide a brief discussion. Provide at least five advantages of such a portal for NiBer enterprises. (10)

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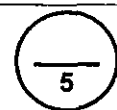
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Question 5

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- 5.1 With reference to the information in the case study in question 1, explain three best practices to Thabo that would be applicable in the case of NiBer Enterprises to ensure that employee data is secured and employee privacy is protected. His employees expressed their concern about this, in your answer you have to discuss general best practices and **not the prescriptions of the POPI Act** (3)

5 2 Explain what an HRIS needs analysis and its activities entail Use the table below to structure your discussion (15)

Important note.

For this question half marks will be awarded

1	1 1
	1 2
	1 3 Define the goals -
2 Observation	2 1
	2 2
	2.3
	2 4
	2 5

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	2 6 Review with management -
3	3 1 Collect the data – Choose only one method to collect the data and discuss this here very briefly
4	
5 Reporting	

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CHECKLIST	✓
Did you complete Question 1 in Section A AND also 2 other questions in Section B of the paper?	
Did you complete all your personal particulars on the cover of the examination paper?	
Did you indicate the numbers of the questions you chose on the cover of the examination paper by encircling them?	

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