



GARISSA UNIVERSITY

**UNIVERSITY EXAMINATION 2017/2018 ACADEMIC YEAR THREE
FIRST SEMESTER EXAMINATION**

SCHOOL OF BUSINESS AND ECONOMICS

FOR THE DEGREE OF BACHELOR OF BUSINESS MANAGEMENT

COURSE CODE: BBM 365

COURSE TITLE: HUMAN RESOURCE INFORMATION SYSTEM

EXAMINATION DURATION: 3 HOURS

DATE: 06/12/17

TIME: 2.00-5.00 PM

INSTRUCTION TO CANDIDATES

- **The examination has SIX (6) questions**
- **Question ONE (1) is COMPULSORY**
- **Choose any other THREE (3) questions from the remaining FIVE (5) questions**
- **Use sketch diagrams to illustrate your answer whenever necessary**
- **Do not carry mobile phones or any other written materials in examination room**
- **Do not write on this paper**

This paper consists of THREE (3) printed pages

please turn over



QUESTION ONE (COMPULSORY)

- (a) Describe how human resource information systems supports human resource manager [4 marks]
- (b) Explain main differences and similarities between HRIS AND HRM [4 marks]
- (c) Explain basic concepts of human resource information system [4 marks]
- (d) Explain main factors to account for before implementing human resource information system program [4 marks]
- (e) Write short notes on
 - i. Decision support system
 - ii. Executive supports systems works. [4 marks]
- (f) Describe ways of attracting and retaining human resource in organization [5 marks]

QUESTION TWO

- (a) “Information technology plays an integral part in managing employees of the organization“ with relevance to above bring out importance of information technology [9 marks]
- (b) explain on-the job training and off- training techniques utilized in training and development [6 marks]

QUESTION THREE

- (a) Define manpower planning in relation to human resource management [2 marks]
- (b) Explain how to deal with shortages and surplus in manpower planning [7 marks]
- (c) Describe three importance of manpower planning [6 marks]

QUESTION FOUR

- (a) Briefly explain what performance appraisal is [3 marks]
- (b) write short notes on following
 - i. 360 degrees performance appraisal systems – [3 marks]
 - ii. -- Management by objectives (MBO) --- [4 marks]
 - iii. Behaviorally anchored rating scale techniques(BARS) – [5 marks]



QUESTION FIVE

- (a) Bring out the main differences between training and development [5 marks]
- (b) What are major steps involved in management by objectives (MBO) [5 marks]
- (c) Mention different types of interviews [5 marks]

QUESTION SIX

- (a) Discuss advantages and disadvantages of internal recruitment and external recruitment of human resource [7 marks]
- (b) Explain principles of management by henry fayol [8 marks]

