

Name : \_\_\_\_\_  
Reg. No. \_\_\_\_\_

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**LOYOLA COLLEGE OF SOCIAL SCIENCES**  
(AUTONOMOUS)  
(ESTD-1963)

Affiliated to University of Kerala  
Accredited with A++ by NAAC  
Sreekariyam, Thiruvananthapuram, Kerala.

**SECOND SEMESTER MA (HUMAN RESOURCE MANAGEMENT) EXAMINATION,  
JULY 2025 (2024 ADMISSIONS)**

**HR 525: HUMAN RESOURCE INFORMATION SYSTEMS**

*Time 3 hours*

*Max: 75 Marks*

Nos.	Part A: Write Short notes on the following: Answer ANY TEN Questions in not exceeding 50 words. Each carries 2 marks	Course Outcome	Blooms Level	Marks
Q1	Explain the concept 'MIS'.	CO3	Understand	2
Q2	List down four common techniques used in data mining.	CO2	Remember	2
Q3	Discuss the need for a Human Resource Information System (HRIS) in modern organizations.	CO1	Understand	2
Q4	Identify two types of telecommunication networks.	CO2	Remember	2
Q5	Interpret how technology supports Business Engineering in ERP.	CO3	Understand	2
Q6	Illustrate any two steps in the ERP implementation process.	CO3	Understand	2
Q7	List out four major ERP packages relevant to HR function.	CO4	Remember	2
Q8	Suggest methods to engage staff in ongoing data security awareness efforts.	CO5	Understand	2
Q9	Describe the importance of backup and storage in protecting MIS data.	CO5	Understand	2
Q10	Summarize any two current trends in Human Resource Information Systems (HRIS).	CO5	Understand	2
Q11	Identify any two types of Human Resource Information Systems	CO1	Remember	2
Q12	Explain network architecture.	CO2	Understand	2
Q13	Describe the term Business Engineering.	CO3	Understand	2
	<b>Part B : Answer ANY FIVE out of the EIGHT questions in not exceeding 500 words</b>	<b>Course Outcome</b>	<b>Blooms Level</b>	<b>Marks</b>
Q14.	Summarize the major steps in the System Development Process for an HRIS.	CO1	Understand	5
Q15.	Discuss the concepts of data warehouses and data mining and their importance in decision-making.	CO2	Understand	5
Q16	Differentiate between star topology and mesh topology.	CO3	Understand	5
Q17	Explain the latest trends in HRIS.	CO5	Understand	5

Q18	Choose a business scenario and show how ERP can be applied to streamline its processes.	CO4	Apply	5
Q19	Sketch the workflow of how HR functions are integrated into an ERP system.	CO4	Apply	5
Q20	Describe the importance of safeguarding information in a Management Information System (MIS) with respect to accessibility and confidentiality.	CO5	Understand	5
Q21	Name the four layers of the TCP/IP reference model and briefly state the core function of each.	CO3	Understand	5
	<b>Part C: Answer ANY TWO questions out of FOUR in not exceeding 1200 words</b>	<b>Course Outcome</b>	<b>Blooms Level</b>	<b>Marks</b>
Q22	Differentiate between Comprehensive HRIS and Strategic HRIS in terms of functionality and organizational impact.	CO1	Understand	15
Q23	Summarize the various types of telecommunication networks and outline the key components of network architecture and communication protocols.	CO2	Understand	15
Q24	Employ Information Technology tools to solve common challenges faced during ERP implementation, such as resistance to change or data migration issues.	CO3	Apply	15
Q25	Illustrate the role of information technology in transforming traditional HR functions through business engineering principles.	CO4	Understand	15