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(*University of Choice*)

MASINDE MULIRO UNIVERSITY OF SCIENCE AND TECHNOLOGY
(MMUST)

UNIVERSITY MAIN EXAMINATIONS

2021/2022 ACADEMIC YEAR

SECOND YEAR FIRST SEMESTER EXAMINATION

FOR THE DEGREE
OF
MASTER OF SCIENCE (HRM)

COURSE CODE: HRM 814

COURSE TITLE: COMPUTER APPLICATIONS IN HRM

DATE: THURSDAY, 28TH JULY 2022   **TIME:** 2:00 - 5:00PM

INSTRUCTIONS TO CANDIDATES
Answer question ONE and any other THREE questions

TIME: **3 HOURS**

MMUST observes ZERO tolerance to examination cheating

QUESTION ONE (COMPULSORY) (40 MARKS)

Mr. Juska tells us that, "Computer payroll programs
can now generate daily labor reports
for each department. Most systems have the
capabilities to deliver up to the minute payroll
information. Labor costs traditionally have
been a wait and see until the end of the
month profit and loss statement. With today's
systems labor costs can be checked daily by
management. It will be HR's responsibility to
make sure that computer training is included
for the Executive Chef, Stewards,
banquet managers, and others who have traditionally
not used computers in their work.

"In addition, most computer payroll systems
allow for advanced scheduling to be linked to
your projected revenues. Now you can control
your labor costs in advance with careful
scheduling. You can also set limits, via the
payroll system, on whether you will allow
your employees to punch in early or punch
out late. These computerized systems have
taken the guesswork out of controlling labor
costs. At any time I can generate reports such
as employees who are approaching overtime,
current employees on the clock, exact punch
out times and up to the minute labor reports.
I can do this from my laptop in the office ...
or even at home!"

Required
a) Grants hospitality organization intents to install a computer payroll system enlighten them on
the benefits of such a system.   (10 marks)
b) Systematically discuss the various outputs to be accessed from a computer payroll system
installed by Grants hospitality organization. (10 marks)
c) You have been approached as a consultant in installation of computer payroll systems. Prepare
a write up detailing various stages involved in adoption of computer payroll system in an
organization. (10 marks)
d) Outline some of the ethical and security measures to be adopted by Grants Hospitality
organization when using computer payroll system. (10 marks)

QUESTION TWO (20 MARKS)

a) Discuss the importance of conducting needs assessment prior to purchasing HRIS software in an organisation. (10 marks)

b) Computerization of human resource functions has inclined human resource department to the cutting edge technology. Elucidate this statement. (10 marks)

QUESTION THREE (20 MARKS)

a) Describe the differences between vendor selected HRIS software and designing your own HRIS software. (10 marks)

b) Transaction processing systems capture and process data resulting from the occurrence of business transactions, to update organizational databases in order to produce a variety of information products. Explain the five stages of a transaction processing cycle.
(10 marks)

QUESTION FOUR (20 MARKS)

a) Decision making is a cognitive process that results in the selection of a course of action among several alternative scenarios. Systematically discuss the various steps involved in decision making process by a human resource manager basing on HRIS output. (10 marks)

b) Discuss the main characteristics of an ERP application (10 marks)

QUESTION FIVE (20 MARKS)

(a) what are the main reasons for having a comprehensive human resource information system? (10 marks)

(b) Any communication network, such as a telephone system, can be connected to others. This is an example of connectivity, the ability to connect computers, telephones and other devices to other computers, other devices and sources of information. It is this connectivity that is the foundation of Information Age. Connectivity has also made many activities possible. Explain any four activities that have become possible because of connectivity.
(10 Marks)

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