

DKM COLLEGE FOR WOMEN (AUTONOMOUS)
DEPARTMENT OF MANAGEMENT STUDIES
QUESTION BANK

HUMAN RESOURCE INFORMATION SYSTEM

II MA HRM

SECTION-A (6 MARKS)

1. What is the meaning of HRIS?
2. Definition of HRIS?
3. What is efficiency and effectiveness?
4. What are the Data and information Needs for HR Managers?
5. What are the sources of data?
6. What is the oracle Business Scale?
7. Explain HRIS in detail?
8. Explain HRIS in detail?
9. What is ERP?
10. Explain the various ERP packages with examples.
11. Write a note on the current trends in HRIS
12. What is information system?
13. Explain the management information system?
14. What are the elements of Data Management?
15. What is data management?
16. What is the common Data format?
17. What is Data storage and Retrieval?
18. What is storage Data
19. What is Design of HRIS?
20. Define software and operation system?
21. What are the processes HR planning?
22. What is source of recruitment?
23. What is organization culture?
24. What the employment Test?
25. What are the effective selections?
26. What is performance Appraisal?

27. What are the training and Development?
28. Explain the on-the Job Methods?
29. Explain about off-the Job methods?
30. What is Job Evaluation?
31. What are Technical problem?
32. What are operational problem?
33. What are Job Evaluation and performance appraisal?
34. What are the processes of Job Evaluation?
35. What are the Job analyses?
36. Explain the HRM System?
37. What are the types of PADS?
38. What is Employee file?
39. What are the organizational culture Internal and External culture?
40. Explain the information processing for Decision making.

SECTION -B (15 MARKS)

1. Meaning and Definition of HRIS with advantages
2. Evaluating and preparation of HRIS
3. Define source of data?
4. Explain Recruitment source?
5. Explain the different methods of storing data?
6. Write a short note on elements of data management?
7. What is data storage and Retrieval?
8. What are data format and its entry procedures and process?
9. Describe about the Recruitment?
10. Evaluate the characteristics of Human Resource planning.
11. Explaining the planning at different Levels?
12. Write the process of HR planning.
13. Describe the source of recruitment?
14. Define organizational culture?
15. Write the different types of tests.
16. Discuss the barriers of effective selection?
17. Explain Employee Legislation?
18. Write a note on size and style of organization HRIS Security data?

19. Define the organization structure and Information requirements?
20. Explain the factors influencing organization structures?
21. Different between formal and informal organizational structures?
22. Explain the stages in decision –Making process?
23. Explain in planning Implementation and control?
24. Describe about adoption Efforts an overcoming problem?
25. Discuss about Quality of information?
26. Write about the Decision Levels and information needs?
27. Describe Auditors and the Organization?
28. Explain the Importance of understanding the system?
29. Evaluating the Data capturing for monitoring & Review?
30. Explain the employee Remittent /section process.
31. Discuss about HRIS and its function in detail?
32. Elaborate HRIS including ERP software such as SAFORACLE financial and Ram co marshall?
33. Explain briefly design of HRIS?
34. List out the recruitment constraints and challenges Explain detail?
35. Discuss the methods of selection detail?
36. Elaborate the Appraisal methods and discuss about in detail?
37. Discuss the methods of section in detail?
38. Explain the various types of modules in HRIS?
39. Write about the importance of training?
40. Explain the Benefits to organization?
41. Discuss about the Benefits to employees?
42. Discuss about the Executive of management Development?
43. Briefly the methods of Executive of Development?
44. Explain the steps in Training methods.
45. Describe the objectives of Job Evaluation.
46. Briefly the Role of HR Departments.
47. Write the uses of performance Appraisals.
48. Discuss the Appraisals methods?
49. Describe the future –oriented Appraisals methods?
