

N.B.:(1)All questions are compulsory.

(2) Makes suitable assumptions wherever necessary and state the assumptions made.

(3) Answers to the same question must be written together.

(4) Number to the right indicate marks.

(5) Draw neat labeled diagrams wherever necessary.

(6) Use of Non-programmable calculator is allowed.

(7) Question (Q1) is compulsory.

(8) Question (Q8) is compulsory.

(9) Question (Q2 to Q7) attempts any four.

**Q1. (A) Choose the correct *one* alternative from the given option below.**

**10**

1. The alignment of the HRM function with organizational goals is referred to as:

- a. an HR balanced scorecard    b. Strategic HRM    c. concreteness or congruence  
d. Human Resources program evaluation

2. To add value to HRM, the use of an HRIS is focused primarily on increasing which of the following kind of tasks or activities

- a. transactional    b. benchmarking    c. transformation    d. re-engineering

3. Decision support systems:.

- a. enable users to develop “what if” scenarios.    b. computations and calculations used to review and document human resource decisions and practices.  
c. systems that recommend actions the user can take based on the information provided  
d. the set of topics on which human resource information system collects and maintains information.

4. To improve the effectiveness of the HR functions, activities that can be handled through computerization are:

- a. strategic planning    b. transactional    c. transformational    d. HR policies

5. \_\_\_\_\_ is an important factor of a management information system.

- a. Information    b. System    c. Planning    d. Personnel

6. Which of the following deals further with data security, safety and data validation?

- a. Data transferring    b. Data processing    c. Data managing    d. Data storage.

7. Which of the following is not a focus of Wage and Salary programme?

- a. Conducting easy performance appraisals    c. Controlling pay costs  
b. Improvising performance of workers    d. establishing individual training requirements

8. A talent management plan aims at developing which of the following quality (ies) in employees:

- a. Knowledge    b. Skills    c. Abilities    d. Transparency.

9. Data about the performance of a system is \_\_\_\_\_.

- a. Marketing Data.    b. Control    c. Meta Data    D. Feedback.

10. The change in focus of the HR functions as adding value to the organizations product or service is characteristic of the \_\_\_\_ era.
- Computerization
  - post-war
  - cost-effective
  - social issues

**Q1. (B) State TRUE or FALSE.**

**10**

- Entering employee payroll information is an example of an HR transactional activity.
- Recruiting new employees from the external labor market is an example of an HR transactional activity
- The recruitment and training functions of an HR department are traditional activities.
- A DSS focuses on decision making, enabling users to work intimately with the data, developing multiple “what if” scenarios and queries with the system.
- Management Information Systems (MIS) refers to structured information flows of business functions to aid managers in performing traditional activities.
- A set of steps or phases in the formal design of any information processing system that include analysis through evaluation is referred to as the System Development Life Cycle (SDLC)
- Advances in technology have enabled HRIS to expand their functionality and breadth in the support of human resource management.
- A focus on data, storage, processing, and flows at the operational level and efficient transaction processing is referred to as a Management Information System (MIS)
- Business process reengineering and the creation of the HR or Workforce Scorecard was characteristic of the Technological Advancement Era
- The first stage in the problem-solving process is the \_\_\_\_ stage.

**Q2. Attempt any two of the following:**

**10**

- What type of structure best describes the organization of your college or university? What led you to reach your conclusion?
- The movie Office Space illustrates two types of structures. What are some other scenes or themes from movies that provide examples or insights relevant to understanding organizational structure?
- Explain Expert System.

**Q3. Attempt any two of the following:**

**10**

- Explain Knowledge Based Information System
- Explain EIS for strategic management.
- Explain Objectives of HRIS

**Q4. Attempt any two of the following:**

**10**

- What are the undesirable impact on the effectiveness and efficiency of their decisions?
- Write a short note on Financial Information Systems with suitable diagram.
- Explain use of Data and how a manager uses data.

**Q5. Attempt any two of the following:**

**10**

- What are the types of Decision making models?
- List down the criteria which define the value of information.
- How does internet technology improve marketing?

**Q6. Attempt any two of the following:**

**10**

- Explain Marketing information system.
- What is Enterprise Management?
- How information system required across sectors. Explain.

**Q7. Attempt any two of the following:**

**10**

- Explain Critical Success factors Business Systems Planning.

- b. What are three methods involve in determining the requirement in developing a management information system for any organization.
- c. What is customer bonding?

**Q8. Attempt anythree of the following:**

**15**

- a. What are the characteristics of Generative Computer Aided Process Planning?
  - b. Write a short note on significance of technology management.
  - c. Explain the ways to ensure successful strategic alliances.
  - d. Write short note on Computer Crime with suitable diagram.
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