



MAASAI MARA UNIVERSITY

**REGULAR UNIVERSITY EXAMINATIONS
2017/2018 ACADEMIC YEAR
FIRST YEAR SECOND SEMESTER**

**SCHOOL OF BUSINESS AND ECONOMICS
BACHELOR OF SCIENCE IN HUMAN
RESOURCE MANAGEMENT**

**COURSE CODE: BHR 1205
COURSE TITLE: INFORMATION MANAGEMENT FOR
HUMAN RESOURCE MANAGEMENT**

DATE: 30TH APRIL, 2018

TIME: 0830 - 1030HRS

INSTRUCTIONS TO CANDIDATES

Answer Question **ONE** and any other **THREE** questions

*This paper consists of **TWO** printed pages. Please turn over.*

QUESTION ONE

- a) The value of records in organizations today cannot be overemphasized. In fact records are thought to be a key factor of production in organizations. Discuss this value. **(12marks)**
- b) In order for records to have business, accountability and research value, they need to possess certain essential characteristics. **(8marks)**
- c) Write short notes on the following terms
- i. Information System **(3marks)**
 - ii. Open system **(2marks)**

QUESTION TWO

- a) The world today generally and organizations specifically need good information in order to carry out their mandates. This has seen the development of various information systems to meet specific needs. Discuss four types of such information systems. **(12marks)**
- b) Discuss the concept of 'systems theory' **(3 marks)**

QUESTION THREE

Most organizations today attempt to create competitive advantage in their operations by leveraging their efficiency through migrating records from paper to electronic. Explain the benefits of electronic records. **(15 marks)**

QUESTION FOUR

- a) Discuss the key factors that motivate the organizations to automate their records. **(10 marks)**
- b) Explain the importance of personnel records **(5 marks)**

QUESTION FIVE

- a) E-recruitment is becoming a common practice among Human Resource practitioners today, be it HR Consultants or HR Managers. Explain the benefits that an organization could accrue from using e-recruitment to procure its new employees **(12marks)**
- b) What is the main objective of Management Information System **(3marks)**

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