EXECUTIVE MASTER OF BUSINESS ADMINISTRATION (EXMBA)

00221

Term-End Examination

June, 2012

MCTE-080 : HR MEASUREMENT AND INFORMATION SYSTEMS

Time : 3 hours *Maximum Marks : 100*

Note : *There are **two** Sections A and B. Attempt **three** questions from Section A. Section B is compulsory.*

SECTION - A

1. What factors have lead to the need to measure HR ? Is the concept of HR measurement applicable in Indian Organisations ? Give examples of organisations where the concept has been implemented. What steps are invoked in implementing HR Measurement System in any Organisation ?

2. What is HR Auditing ? What is its need ? How is it done ? Illustrate the process using an example of any organisation you know.

3. What are the different approaches that can be used to measure HR ? Out of these which one is the best and most practical ? Give reasons in support of your answer.

4. What are the tools of HR Measurement ? How to construct Balanced HR Score card ? Give a format of the same. What is its use and how scoring is done using Balanced HR score card ? Illustrate your answer by giving practical example.

5. Write notes on :
   (a) HRIS lifecycle
   (b) Computer Based Information System.

SECTION - B

Case situation :

For over 30 years Infosys is known as a company having a positive HR policies for its employees. Throughout all those years, it had never laid off any employees, even when the company was going through difficult phases. For example even when the Company suffered business during America and Europe recession , their employees were given an opportunity to move to comparable jobs in other Infosys Divisions. This has paid heavy dividends to infosys in terms of Reputation and market growth. So the company kept on expanding its operation and kept on recruitment good employees. By 2010 the company had almost 5000 employee base and hence it is important for Infosys to put HRIS in place. For the first time it has been observed that Infosys has installed a formal HRIS and started doing HR Auditing and HR Accounting and become the first company to do so ?

Questions :

1. To look for the betterment of their employees is Infosys right in implementing HRIS in its organisation ? What will be the benefits of HRIS vis-a -vis a cost of its implementation ?

2. What HR Accounting practices might have been followed by Infosys ? Think of and then give your observation. What is the use of doing HR Accounting ?