Human Resource Information Systems 6th edition Johnson Test Bank

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Human Resource Information Systems (6th)

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Total Questions: 35

Multiple Choice (13)

Q1. *[Multiple Choice] · Cognitive Domain: Comprehension*

The alignment of the HRM function with organizational goals to contribute to competitive advantage is referred to as _____.

a) an HR balanced scorecard
b) strategic human resources management ✓ correct
c) concreteness or congruence
d) human resources program evaluation

Q2. *[Multiple Choice] · Cognitive Domain: Comprehension*

What does the human resource management function work to align employee expertise with?

a) hiring quotas
b) HR activities
c) job descriptions
d) strategic objectives ✓ correct

Q3. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which of the following is a risk of an HRIS?

a) privacy and security ✓ correct
b) increased time requirements
c) increased recruitment costs
d) reduced quality of decision making

Q4. *[Multiple Choice] · Cognitive Domain: Knowledge*

One of the major purposes of the implementation of an HRIS is to allow HR employees to spend less time on _____.

a) traditional activities
b) transactional activities ✓ correct
c) transformational activities
d) theoretical activities

Q5. *[Multiple Choice] · Cognitive Domain: Knowledge*

The birth of the field of human resource management took place during the _____ era.

a) “the Cloud” and Mobile Technology
b) post–World War II
c) Cost–Effectiveness
d) Social Issues ✓ correct

Q6. *[Multiple Choice] · Cognitive Domain: Comprehension*

When does an employee or potential employee first interact with an employer’s HRIS?

a) when they are hired
b) when they are fired
c) when they consider working for a firm ✓ correct
d) on the first anniversary of their hiring

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Q7. *[Multiple Choice] · Cognitive Domain: Comprehension*

According to the book, an HRIS _____.

a) is defined only by the software–hardware configuration it uses
b) is used to store data for use by the MIS department
c) includes people, forms, policies, procedures, and data ✓ correct
d) cannot be used to manipulate and analyze data

Q8. *[Multiple Choice] · Cognitive Domain: Comprehension*

To compete in the marketplace, what resources do firms need to achieve, profit, and survive?

a) technology, human, and inventory
b) physical, human, and technology
c) financial, technology, and inventory
d) physical, organizational, and human ✓ correct

Q9. *[Multiple Choice] · Cognitive Domain: Knowledge*

The _____ approach refers to the ownership of HRIS hardware belongs to the organization rather than the vendor after purchase.

a) on–premise ✓ correct
b) off–premise
c) multitenant
d) cloud computing

Q10. *[Multiple Choice] · Cognitive Domain: Comprehension*

The activities during the pre–World War II era included all the following EXCEPT for _____.

a) record keeping of employee information
b) an unprecedented increase in the amount of labor legislation
c) *scientific management*as the prevailing philosophy ✓ correct
d) very few government influences in employment relations

Q11. *[Multiple Choice] · Cognitive Domain: Comprehension*

The historical era in which employees started forming labor unions was the _____.

a) pre–World War II era
b) post–World War II era ✓ correct
c) Social Issues era
d) Cost–Effectiveness era

Q12. *[Multiple Choice] · Cognitive Domain: Comprehension*

Which key human resource activity enhances the capabilities of the organization, enabling higher levels of performance?

a) training
b) traditional
c) transactional
d) transformational ✓ correct

Q13. *[Multiple Choice] · Cognitive Domain: Knowledge*

A company that led the ERP market in the late 1990s was _____.

a) Apple
b) SAP ✓ correct
c) Tesla
d) Toshiba

True/False (14)

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Q14. *[True/False] · Cognitive Domain: Knowledge*

Entering employee payroll information is an example of an HR transactional activity.

a) True ✓ correct

b) False

Correct answer: True

Q15. *[True/False] · Cognitive Domain: Knowledge*

Recruiting new employees from the external labor market is an example of an HR transactional activity.

a) True

b) False ✓ correct

Correct answer: False

Q16. *[True/False] · Cognitive Domain: Knowledge*

The recruitment and training functions of an HR department are traditional activities.

a) True ✓ correct

b) False

Correct answer: True

Q17. *[True/False] · Cognitive Domain: Comprehension*

The mobilization of labor during World War II was the main factor leading to the development of the HR balanced scorecard.

a) True

b) False ✓ correct

Correct answer: False

Q18. *[True/False] · Cognitive Domain: Comprehension*

HR has been slower than other business functions in adopting computer technology.

a) True ✓ correct

b) False

Correct answer: True

Q19. *[True/False] · Cognitive Domain: Comprehension*

The system used to acquire, store, manipulate, analyze, retrieve, and distribute information regarding an organization’s human resources is called the traditional information system.

a) True

b) False ✓ correct

Correct answer: False

Q20. *[True/False] · Cognitive Domain: Comprehension*

Advances in technology have enabled HRIS to expand their functionality and breadth in the support of human resource management.

a) True ✓ correct

b) False

Correct answer: True

Q21. *[True/False] · Cognitive Domain: Knowledge*

HR activities or programs that increase the strategic importance and visibility of the HR function in the firm are referred to as transformational activities.

a) True ✓ correct

b) False

Correct answer: True

Q22. *[True/False] · Cognitive Domain: Comprehension*

Time–and–motion studies influenced the scientific management philosophy of managing employees.

a) True ✓ correct

b) False

Correct answer: True

Q23. *[True/False] · Cognitive Domain: Comprehension*

Business process reengineering and the creation of the HR scorecard was characteristic of the Cost–Effectiveness era.

a) True

b) False ✓ correct

Correct answer: False

Q24. *[True/False] · Cognitive Domain: Comprehension*

Because there is no one best way to strategically deploy HR resources, researchers increasingly emphasize the*best–practice approach*to strategic HRM as opposed to the*best–fit approach*.

a) True

b) False ✓ correct

Correct answer: False

Q25. *[True/False] · Cognitive Domain: Comprehension*

In recent years, cloud–based HR systems have become less popular.

a) True

b) False ✓ correct

Correct answer: False

Q26. *[True/False] · Cognitive Domain: Knowledge*

HR analysts are considered power users of an HRIS with a primary role of supporting HRM decision making.

a) True ✓ correct

b) False

Correct answer: True

Q27. *[True/False] · Cognitive Domain: Comprehension*

One of the advantages of using a HRIS is management by computer and substitution of technology for human judgment.

a) True

b) False ✓ correct

Correct answer: False

Essay (8)

Q28. *[Essay] · Cognitive Domain: Comprehension*

What are four important advantages firms gain from using an HRIS?

Suggested answer: *Sample response: The biggest advantage a firm can gain is getting a single, comprehensive database that enables the organization to provide structural connectivity across unities and activities. This enables the organization to collect data that can be converted to information needed for improved decision-making speed and quality. The use of an HRIS can be beneficial in shifting the focus of the activities HR performs from mainly transactional, to a more strategic view of HRM. The use of an HRIS has the potential to improve employee satisfaction by enabling HR to deliver services in a faster and more accurate manner.*

Q29. *[Essay] · Cognitive Domain: Comprehension*

What factors affect a firm's ability to harness the potential of an HRIS?

Suggested answer: *Sample response: A firm that is seeking to use an HRIS may find difficulty based on the availability of resources, including time, money and personnel. Additionally, the size of an organization may impact the firm's potential to harness HRIS, with larger firms typically reaping greater benefits due to the cost to benefit ratio of implementation. The philosophy of HR may also play a role in how beneficial an HRIS is, with the organizational culture and vision playing a key role in the adoption and implementation of new processes. The culture impacts the willingness of employees to adopt the change, with possible skepticism of increased automation.*

Q30. *[Essay] · Cognitive Domain: Comprehension*

Describe the main factors that led to the evolution of strategic HRM.

Suggested answer: *Sample response: Economic shifts, driven by globalization, technological advances, and intense competition led to widespread business process reengineering. During this time, organizations recognized that intellectual capital and human resources were key to maintaining a competitive edge, making the HR function more strategic. The rise of strategic HRM and tools like the HR balanced scorecard highlighted the need to attract, retain, and engage talent while measuring the ROI of HR initiatives. As a result, HR metrics gained importance in assessing how people practices contribute to organizational success in a globalized market.*

Q31. *[Essay] · Cognitive Domain: Comprehension*

What are the three types of HR activities? Define and provide an example of each type.

Suggested answer: *Sample response: Transactional activities involve day-to-day transactions that have to deal mostly with record keeping—for example, entering payroll information, employee status changes, and the administration of employee benefits. Traditional activities involve HR programs such as planning, recruiting, selection, training, compensation, and performance management. These activities can have strategic value for the organization if their results or outcomes are consistent with the strategic goals of the organization. Transformational activities are those activities that add value to the organization—for example, cultural or organizational change, structural realignment, strategic redirection, and increasing innovation.*

Q32. *[Essay] · Cognitive Domain: Knowledge*

What is the desired effect of the implementation of an HRIS on the three types of HR activities?

Suggested answer: *Sample response: One of the major advantages of the design, development, and implementation of an HRIS is to reduce the amount of time the HR staff must spend on transactional activities, allowing the staff to spend more time on traditional and transformational activities.*

Q33. *[Essay] · Cognitive Domain: Analysis*

How can the implementation of an HRIS improve HRM processes? Provide an example.

Suggested answer: *Sample response: HRM processes encompass the activities and systems that support an organization's workforce and guide how tasks are accomplished. As organizations adapt to environmental changes and embrace new technologies, these processes evolve to remain efficient. Implementing a new or upgraded HRIS offers an opportunity to refine and improve these processes, enhancing the conversion of resources into valuable outcomes and enabling organizations to do more with less. The most successful organizations view technology not just as a tool for HR support, but as a catalyst for transforming HR processes by altering information flows, social interactions, and communication patterns—fundamentally reshaping how HR tasks are carried out over time. An example of how a process can be improved through HRIS would be through the development and use of an employee self-services (ESS) system that allows employees to make personnel updates, submit time-off requests, and complete open enrollment. This process is streamlined through the use of an HRIS system, offering both cost and time savings to the traditional HR activities.*

Q34. *[Essay] · Cognitive Domain: Analysis*

Why is there not one best way to strategically deploy HR resources for every organization throughout the world?

Suggested answer: *Sample response: Every organization has a different environment in terms of both human resources and the organizational structure. Differences in labor laws and regulations along with the political climate make a one-size-fits-all approach unattainable. Additionally, organizations vary in size, availability of resources, HR philosophy, strategic vision, culture, structure, systems, and managerial competence. These core differences make a best-fit approach the key to successful implementation.*

Q35. *[Essay] · Cognitive Domain: Application*

As the HR director, you were given the task of providing awards to all employees with 10, 20, and 30 years of service to the organization. However, your company has 25,000 employees globally. Explain how an HRIS can assist you in completing this task.

Suggested answer: *Sample response: Student responses should include how, in the past, this task would have required the HR director to manually review paper files for each employee to retrieve their start date with the organization. However, an HRIS with accurate information for all locations can allow the HR director to quickly run a report containing this information. Potential challenges may include the need to run reports in multiple systems if the systems vary for each location or region, but even this would be quicker than reviewing 25,000 paper files.*