

<b>PROGRAM</b>	<b>Master of Business Administration</b>
<b>SEMESTER</b>	<b>3</b>
<b>COURSE TITLE</b>	<b>Human Resource Information System</b>
<b>COURSE CODE</b>	<b>04MB0318</b>
<b>COURSE CREDITS</b>	<b>3</b>
<b>COURSE DURATION</b>	<b>42 hours (42 Sessions of 1 hour each)</b>

**Course Outcomes:**

- ❖ To articulate the significance of incorporating a Human Resource information system in the organization.
- ❖ To analyze and diagnose key deliverables of an HRIS needs analysis of organizations.
- ❖ To justify the HRIS Investment and cost benefit analysis of HRIS in relation with direct and indirect benefits.
- ❖ To identify the role of HRIS in different HR Functions in both domestic and multinational organisations.
- ❖ To understand the importance of information security and privacy in today's technology- intensive and information-driven economy

**COURSE CONTENTS:**

<b>Unit No</b>	<b>Unit / Sub Unit</b>	<b>Sessions</b>
I	<b>Human Resource Information System:</b> Introduction, Definitions, Evolution of HRM and HRIS, eHRM vs HRIS, Types of HRIS, Value and Risk of HRIS, Database concepts and applications in HRIS: Database Management, Designing MS Access HR Database Management system, System consideration in Designing of an HRIS: HRIS Data Importance, HRIS Architecture	8
II	<b>Managing HRIS Implementation:</b> The Systems Development Life Cycle, Needs Analysis, System Design and Acquisition: Introduction, System Feasibility, HRIS and Resistance to Change: Introduction, Factors affecting system failure, HRIS implementation, Critical Success factors in HRIS Implementation. Cost Justifying HRIS Investments: Introduction, HRIS and Cost benefit analysis, Direct benefits, Indirect benefits, estimating value of Indirect benefits, Estimating Indirect benefits Magnitude, Methods of estimating the value of Indirect benefits.	10
III	<b>HR Administration and HRIS- I:</b> Talent Management: Introduction, Talent Management Cycle, Attributes of Talent, Talent Management and HRIS, Recruitment and Selection: Introduction, Attributes of Recruitment Website, Role of HRIS in e-recruiting, Introduction to selection and Assessment, Technological issues in selection, Applying HRIS to selection and assessment.	8
IV	<b>HR Administration and HRIS- II: Training and Development:</b> Introduction, System model of Training and Development, Role of HRIS applications in Training and Development, <b>Performance Management:</b> Introduction, Role of HRIS in designing of compensation, benefits, and payroll.	8
V	<b>Advanced HRIS Applications and Future Trends:</b> HRIS and IHRM: Introduction, Overview of role of HRIS in different HR Functions at Global Level, HRIS Privacy and Security, HRIS and Social Media, Gamifications, HRIS and Small Businesses.	8

**EVALUATION:**

The students will be evaluated on a continuous basis and broadly the scheme given below will be followed:

	<b>Component</b>	<b>Weightage</b>
A	Continuous Evaluation Component (Assignments / Presentations/ Quizzes / Class Participation/ etc.)	20% (C.E.C.)
B	Internal Assessment	30% (I.A.)
C	End Semester Examination	50% (External Assessment)

**SUGGESTED READINGS:**
**Text Books:**

<b>Sr. No</b>	<b>Author/s</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition &amp; Year</b>
T-01	Michael J. Kavanagh and Richard D. Johnson	Human Resource Information Systems: Basics, Applications, and Future Directions	Sage	Latest

**Reference Books:**

<b>Sr. No</b>	<b>Author/s</b>	<b>Name of the Book</b>	<b>Publisher</b>	<b>Edition &amp; Year</b>
R-01	Satish K. Bagdi	Practical Human Resource Information Systems	PHI	Latest