



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2017-2018)

Programme Name: PGDM

Semester: V

Name of the subject: HRIS

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Prashant Dandekar

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Weblink:

Learning Objectives:

To understand concept of

1. What is ERP system and what is role of HRIS.
2. How HRIS is selected for the organization
3. What is SDLC and ASAP methodology
4. HRIS and cross cultural training

Reference Books:

Human Resource Information Systems - Michael J Kavanagh & Mohan Thite
ERP Demystified –second edition – by Alex Leon
Enterprise resource planning – second edition – by Alex Leao



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Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	IT revolution in India, Definition of HRIS Factors that affect HRIS choice EDP/MIS/DSS SDLC and ASAP Methodology		Learnt about Project preparation, business blue print, realization, final preparation and go live and production support phases	Continuous evaluation during class lectures
2	Functional and technical specification Unit testing/integration		Students learnt about help desk creation	



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	testing/UAT LSMW Cut off strategy			
3	Go live strategy – parallel, phased and big bang approach Types of HRIS projects Change request management Client structure Project creep		Students learnt about sandbox/development/ quality and production client Learnt about vanilla implementation, technical upgradation, production support and migration project	
4	HRIS and training HRIS and organization structure mapping		Students learnt about TEM, OM and ESS/MSS modules of SAP	



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	HRIS and employee portal			
5	SAP modules especially HR sub modules HRIS and Time & leave management HRIS and personal data maintenance Concept learning – transaction, data, info type, entity, attribute, table structure, primary and secondary key		Students learnt about Time and leave sub module and personnel administration PA module	
6	HRIS AND RECRUITMENT		Students learnt about Indian	



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	HRIS and payroll		Tax related info types They learnt difference between Recruitment and e-recruitment	
7	HRIS and in built controls – errors and warnings HRIS implementation and reasons for its failure		Students learnt about how intentional and unintentional frauds can be avoided	
8	HRIS implementation and documentation Data related risks HRIS and auditing		Students learnt about End user manual Configuration manual Error log Lesson learnt document	
9	MS access formulas		Students learnt about	



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	Data back up Types of changes Data migration strategy		Firewall, VPN, antivirus software, types of changes like minor, major, emergency, enhancement etc	
10	Environmental controls and HW protection		Students learnt how servers are protected from fire, water, hacking, natural calamities like earthquakes	

2. Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play			
2	Industry Visit			
3	Academic Projects			



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4	Book Review			
5	Group Discussion	India specific, USA and UK specific payroll info types		
6	Business Quiz / Business News sharing			
7	Videos / Simulation			
8	Use of Softwares and Labs			
9	Presentations for internal evaluation	Personnel administration, time, payroll, performance appraisal, Organizational management, ESS/MSS, Training & event management		



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test final		60
Presentation	Two presentations of 15 marks each	30
Case Study		
Participation		
Others - attendance		10

Signature of Faculty

Signature of the Co-ordinator