



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

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Programme Name: PGDM

Semester: VI

Name of the subject: MIS & HR Analytics

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Gladys Sundhalkar

Mobile No: 9920496545

Email: Sundhalkar.gladys@gmail.com

Weblink:

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**Learning Objectives:**

**Introducing Students to the New age technology usage and advances in HR field, MIS, HRIS & Analytics are not only the new buzz words in the organizations today, but widely used technological systems to help ease and function the organization in a better way.**

**So it's an important subject and topic for students to help them be ready to enter the corporate world with a thorough understanding of current happenings around.**

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**Reference Books:**

- 1) Winning on HR Analytics – Soundaryarajan Singh
- 2) Jawadekar, W. S., Management Information System, Tata McGraw Hill,
- 3) Human Resource Information Systems: Basics, Applications, and Future directions; Michael J. Kavanagh, Mohan Thite , Richard D. Johnson,
- 4) Human Capital - Magazine



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**Plan:**

<b>Session No</b>	<b>Topics to be covered</b>	<b>Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used</b>	<b>Learning outcomes</b>	<b>Evaluation of Students understanding by MCQs, Quiz, Short Test</b>
1	System Approach to Management	Online Database / Online Articles	Introduction on System, Systems Approach towards Management	Quiz
2	Information Systems	Online Database / Online Articles Understanding System Components, Concepts, Variables, Parameters, CBIS, Parts, Technology	Brief Understanding on Information Systems – Input Processing and Outout	Tech Crossword
3	Organizational Information Systems	Online Database / Online Articles Types of Information Systems – TPS, MIS, HRIS, DSS, EIS, ESS,OAS, GIS	Overview of Different Information Systems, used at various levels of	



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			Organization	
4	System Development Life Cycle	Phases, Stages of SDLC, Guidelines of SDLC, Members in SDLC, Feasibility Study, Planning, Designing & Analysis Phase	Understand how a System is built	Short Assignment on Designing System UI – Web Page
5	MIS	MIS – Introduction, Structure, Components, Processing Functions, Designing MIS based on Various Functions, Organizational basis	Brief on MIS – MIS Structure	
6	HRIS	HRIS – Introduction, Planning Process, HRIS System Workflow, Types of HRIS	HRIS – Planning Steps, System Workflow	Quiz
7	Datafication	Datafication – Usage in HR, Introduction to HR Analytics, Data Science usage in HR	How Datafication is taking role in HR Analytics	
8	Class Test & Introduction to HR Analytics, Cloud Computing, Saas			Videos
9	HR Analytics / Work Flow Analytics	HR Analytics, Talent Analytics, People Analytics, Different functions of HR Analytics	Brief on HR Analytics	
10	Presentation – HR Metrics, MIS & HRIS, Analytics use in different sectors			Presentations
11				



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12				
13				
14				
15				

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

<b>Sr. No.</b>	<b>Activity Name</b>	<b>Topic Covered</b>	<b>Learning outcomes</b>	<b>Source</b>
1	Role Play			
2	Industry Visit			
3	Academic Projects	<b><u>SDLC – Assignment</u></b>		
4	Book Review			
5	Group Discussion			
6	Business Quiz / Business News sharing	<b><u>Information Systems – Tech Quiz</u></b>		
7	Videos / Simulation	<b><u>HR Analytics</u></b>		
8	Use of Softwares and Labs			
9	Any other activity			



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**Evaluation:**

**I) Internal:**

<b>Component</b>	<b>Details</b>	<b>Marks</b>
Class Test	Internal Class Test – MIS, HRIS & Types of Systems	20
Presentation	HR Metrics, MIS, HRIS usage in Different Sectors	10
Case Study		
Participation	Group Discussion, Class Assignments, Quiz, Participation, Attendance	10
Others		

**Signature of Faculty**

**Signature of the Co-ordinator**