Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2015-2017)

Programme Name: MMS   Semester: - **II**

Name of the Course: HRIS

Maximum marks: 100   **No. of Sessions:** 15

Name of the Faculty: Ms. Sheba George

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Weblink: NA

Learning Objectives:

- The basic **objective of HRIS** is to help and support the **human resource** management department to function as an efficient and responsible area for managing the **human resource** of the organization providing perfect, timely, accurate and dependable **information** for decision making, policy framing and analysis.

Reference Books:

Human Resource Information Systems- Basics, Application, Future and
Direction by Dr. Michael Kavanagh and Dr. Mohan Thite
Human Resource Information System by P.K.Gupta and Sushil Chaabra
Human Resource Management by Gary Dessler, Pearson Publication

Plan:

Session No	Topics to be covered	References-Print/Online	Learning outcomes
1	**Introduction To Human Resource Management And Human Resource Information Systems:** Evolution of Human Resource Management and Human Resource Information Systems: The Role of Information Technology, Database Concepts and Applications in Human Resource Information Systems, • Systems Considerations in the Design of an HRIS: Planning for Implementation	Class room lecture and discussion	To understand HRM and HRIS
2	**Determining Human Resource Information System's Needs:** Human Resource Information Systems Needs Analysis, System Design and Acquisition, HR Metrics and Workforce Analytics, Cost Justifying Human • Resource Information Systems Investment	Class room lecture and discussion	To understand the need for HRIS
3	**Resource Information Systems ImplementationAndAcceptance:** Human Resource Information Systems Project Management, Change Management: Implementation, Integration and Maintenance of the Human Resource • Information Systems	Class room lecture and discussion	To understand the implementation and acceptance of Resource Information System
4	**Human Resource Information Systems Applications:** Human Resource Administration and Human Resource Information Systems, Talent Management 1: Job Analysis and Human	Class room lecture and discussion	To understand HRIS application

	Resource Planning, Recruitment and Selection in an Internet Context, Training and Development: Issues and Human Resource Information Systems Applications, Performance Management, Compensation, Benefits, Payroll and the Human Resource Information Systems, International • Human Resource Management		
5	**Special Topics In Human Resource Information Systems:** Information Security and Privacy in Human Resource Information Systems, The Future of Human Resource Information Systems: Emerging Trends in Human Resource • Management and Information Technology	• Class room lecture and discussion	• To understand the special topics in HRIS
6	Case Studies and Presentations. •	Class room lecture and discussion	To develop confidence and to check the subject knowledge.

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Evaluation:

I) Internal:

Component	Details	Marks
Class Test	Multiple choice question test	20
Presentation	Group presentation	10
Case Study		5
Participation		
Others	Attendance	5

II) External:
(Sample questions)

- Which of the following is the best explanation of a human resource information system (HRIS)?

- What a self-service component of HRIS involves

- Possible disadvantages of HRIS

- An HRIS may require which type of additional staffing?

- Which of the following is an example of why employees would use an HRIS?

Signature of Faculty   **Signature of the Co-ordinator**