



Dr. V. N. Bedekar Institute of Management Studies, Thane
Teaching Plan (MMS / PGDM)
Academic Year (2014-15)

Programme: MMS

Name of the Course: Human Resource Information Systems

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

Name of the Faculty: Oak, Vaibhavi

Mobile No: **Email:** Voak@vpmthane.org

Weblink:

Learning Objectives:

- Contribute to the development, implementation, and evaluation of employee recruitment, selection, and retention plans and processes.
- Administer and contribute to the design and evaluation of the performance management program.
- Develop, implement, and evaluate employee orientation, training, and development programs.

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



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Plan:

Session No	Topics to be covered	Pedagogy	Remark
1	Introduction To Human Resource Management And Human Resource Information Systems: Evolution of Human Resource Management and Human Resource Information Systems.	Power Point Presentation, Whiteboard. Case study.	
2	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	Power Point Presentation, Whiteboard. Case study	
3	Determining Human Resource Information System's Needs: Human Resource Information Systems Needs Analysis, System	. Power Point Presentation, Whiteboard. Case study.	



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	Design and Acquisition.		
4	HR Metrics and Workforce Analytics, Cost Justifying Human Resource Information Systems Investment		
5	Resource Information Systems Implementation And Acceptance: Human Resource Information Systems Project Management,	Power Point Presentation, Whiteboard. Case study.	
6	Change Management: Implementation, Integration and Maintenance of the Human Resource Information Systems		
7	Human Resource Information Systems Applications: Human Resource Administration and Human Resource Information Systems,	Power Point Presentation, Whiteboard. Case study.	



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8	Talent Management 1: Job Analysis and Human Resource Planning, Recruitment and Selection in an Internet Context.		
9	Training and Development: Issues and Human Resource Information Systems Applications,		
10	Performance Management, Compensation, Benefits, Payroll and the Human Resource Information Systems, International Human Resource Management		
11	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	Power Point Presentation, Whiteboard. Case study.	
12/13		Power Point	



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	Case Studies and Presentations.	Presentation, Whiteboard. Case study.	
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Evaluation:

I) Internal:

Component	Details	Marks
Class Test	Internal Test	20
Presentation, Assignment etc.	Students Presentations	10
Class Participation	Active participation through role plays, discussions, Q & A	5
Student Conduct	Attendance of the students	5

Oak, Vaibhavi

Signature of Faculty

Signature of Co-ordinator