

MIS and HR Analytics

Course Contents:

1. System: Meaning, nature, systems approach to management, introduction to MIS, types of information and information systems.
2. Human Resource Information System (HRIS) : need, types, system development process for HRIS.
3. Information concepts and information technology: Definition and difference between data and information, relevance of information to decision making, source and types of information. Assessing information needs of the organisation, trends in information technology, decentralised processing, multimedia approach to information processing, decision of appropriate IT for proper MIS.
4. System development and applications of MIS: Systems definition, types of systems, integration of organisation systems and information systems. System development life cycle (sdlc). MIS applications in HRD & O.D in manufacturing, R&D, public transport, hospitals, hotels and service industries.
5. Web based HR Applications, HR Portals, issues in MIS
6. Basics of HR analytics: Concept and evolution of HR analytics & data sources. Use of workforce analytics to improve decision making. Introduction to HR metrics and predictive analytics.
7. Importance of HR analytics, data analytic techniques using software packages. Future of human resource analytics.
8. Case studies and Presentations.

References:

1. Robert G. Murdick, Joel. E. Ross, and James R. Clugett, Information System for Modern Management, Prentice Hall of India, New Delhi.
2. Laudon, Management Information System, Pearson, India.
3. Jawadekar, W. S., Management Information System, Tata McGraw Hill, New Delhi.
4. John Wiley & Sons. Note: Latest edition of the readings may be used.
5. Harold Koontz, Heinz Wehrich, "Essentials of Management", 5th Edition, Tata McGraw Hill 1998.
6. Human Resource Information Systems: Basics, Applications, and Future directions; Michael J. Kavanagh, Mohan Thite , Richard D. Johnson, Sage Publications.
7. Mohapatra, S., Cases in Management Information Systems, PHI Learning, 2008.
8. Badgi, S., Practical Guide to Human Resource Information System, PHI, 2012.
9. R.K. Gupta, Human Resource Accounting, Anmol Publications, New Delhi 2004
10. The New HR Analytics: Predicting the Economic by Dr. Jac Fitz-enz.