

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: IV
Syllabus with effect from : NOVEMBER 2012

Paper Code: UB04ECOM07	Total Credit: 3
Title Of Paper: Human Resource Information System	

Unit	Description in detail	Weighting (%)
1	Introduction Concept of HRIS, Human Resource System approach, Strategic role of information in HRM, uses and importance of HRIS	25 %
2	IT in HRM Differenced between Traditional Information System and HRIS, HRIS Philosophy, Different types of HRIS, Sources of HRIS	25 %
3	HRIS Implementation Identifying business need, transformation of business need into functional requirements, Uses of HREIS; Administrative, Analytical, Decision Making, Application of HRIS; Strategic Management, Work force Planning and Employment, HRD, Employees and labour	25 %
4	HRIS Application Designing an HRIS Department, Compensation and Benefits Management, Training and Development, HR planning and Analysis, HRIS Initiatives in Indian Companies	25 %

Basic Text & Reference Books

- P. K. Gupta & Susheel Chhabra, HRIS, Himalaya Publication.
- Michael J Kavanagh, Mohan Thite, HRIS: Basic Applications and Future Directions, Sage Publications.
- Mamoria C.B., HRIS, Himalaya Publication.
- Haag,s.,Cummings,M. Dawkings,J.P (2007) MIS for the Information Ages USA,The McGraw- Hill Companies.

