

**SARDAR PATEL UNIVERSITY**  
**Programme: BCOM**  
**Semester: IV**  
**Syllabus with effect from : Nov./Dec. 2020**

<b>Paper Code:</b> UB04DCOM57	<b>Total Credit: 3</b>
<b>Title Of Paper:</b> Human Resource Information System	

Unit	Description in detail	Weighting (%)
<b>1</b>	<b>Introduction</b> Concept of HRIS, Human Resource System approach, Strategic role of information in HRM, uses and importance of HRIS	<b>25 %</b>
<b>2</b>	<b>IT in HRM</b> Differenced between Traditional Information System and HRIS, HRIS Philosophy, Different types of HRIS, Sources of HRIS	<b>25 %</b>
<b>3</b>	<b>HRIS Implementation</b> 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	<b>25 %</b>
<b>4</b>	<b>HRIS Application</b> Designing an HRIS Department, Compensation and Benefits Management, Training and Development, HR planning and Analysis, HRIS Initiatives in Indian Companies	<b>25 %</b>

**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.

