

SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.25))
Programme: B.COM Semester: IV
Syllabus with effect from the Academic Year: 2022-2023

B.COM. SEMESTER-IV		
Paper Code UB04DCOM77	Title of the Paper Human Resource Information System	Total Credit 3
Course Objectives	To acquaint students with the core skills of Human Resource Information System.	

Course Description		
Unit	Description	Weightage
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 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%

*Units will have the same Weightage in the evaluation as suggested in the course outline.

Teaching-Learning Methodology	<ul style="list-style-type: none"> • Lecture Method • Online Lectures • Group Discussion • Practical Problem Solving
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Evaluation Pattern		
Sr. No.	Details of the Evaluation	Weightage
1.	Internal/Written Examination	15%
2.	Internal Continuous Assessment in the form of Practical, Viva-Voce, Quizzes, Seminars, Assignments, Attendance	15%
3.	University Examination	70%

* Students will have to score a minimum of 40 (Forty) Percent to pass the course.

Course Outcomes: Having Completed this course, the students will be able to
<ul style="list-style-type: none"> • Understand the basics of Human Resource Information System • Understand and implement Human Resource Information System

Suggested References: (include Reference Material from where a student is expected to study the said content in APA Style) Reference Websites can also be included)

Sr. No	References
1.	P. K. Gupta & Susheel Chhabra, HRIS, Himalaya Publication.
2.	Michael J Kavanagh, Mohan Thite, HRIS: Basic Applications and Future Directions, Sage Publications.
3.	Mamoria C.B., HRIS, Himalaya Publication.
4.	Haag, s., Cummings, M. Dawkings, J.P (2007) MIS for the Information Ages USA, The McGraw- Hill Companies.

On-Line Resources available that can be used as Reference Material
https://ugcmoocs.inflibnet.ac.in/view_module_ug.php/237