

SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: VI
Syllabus with effect from: DECEMBER 2013

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| Course Code: UB06ECOM07 | Total Credits: 3 |
| Course Title: Computer Applications in HRM | |

| Unit | Description in detail | Weightage (%) |
|----------|---|---------------|
| 1 | Human Resource and Information Technology Introduction – Link between HR and IT – Impact of IT on HR Shift from conventional HR to web based HRM – Ethical approach in use of IT for HR functions | 25 % |
| 2 | HR Applications Application Software for HR practices- HR Planning activities – Staffing Application – Performance Management application software – Training and Development – Compensation and benefits application – Payroll application software – Job Evaluation software – Impact of IT on Labour relations | 25 % |
| 3 | HRIS and E Recruitment Evolution of HRM and HRIS – Need for HRIS – Advantages for HRIS – Designing of HRIS – Limitations of HRIS – Concept of E Recruitment – Advantages and limitations of E Recruitment – E Recruitment system in India | 25 % |
| 4 | Current Trends in eHRM Impact of IT Act 2000 on HR Practices – Telecommuting – HRM in Virtual Organizations – E - Learning Strategies | 25 % |

Basic Text & Reference Books:

- E-Human Resource Management: Managing Knowledge People by Torres Coronas
- Human Resource Management by S.S.Khanka, S.Chand Publication
- Management Information System – By T. Lucey
- Electronic commerce – A managerial Perspective by Efraim Turban, David king, Jea Lee & et al.
- Strategic Human Resource Management, ICFAI Uni Press (FedUni) July 2002

