SARDAR PATEL UNIVERSITY
Programme: BCOM
Semester: VI
Syllabus with effect from: NOV./DEC.-2020

Course Code: UB06DCOM27	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 I T 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 so ftware – Training and Development – Compensation and benefits application – Payroll application software – Job Evaluation software – Impact of IT o n Labour relations	25 %
3	**HRIS and E Recruitment** Evolution of HRM and HRIS – Need for HRIS – Advanta ges for HRIS – Designing of HRIS – Limitations of HRIS – Concept o f E Recruitment – Advantages and limitations of E Recruitment – E Rec ruitment system in India	25 %
4	**Current Trends in eHRM** Impact of IT Act 2000 on HR Practices – Telecommuti ng – 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 E fraim Turban, David king, Jea Lee & et al. Strategic Human Resource Management, ICFAI Uni Press (FedUni) July 2002