

SARDAR PATEL UNIVERSITY
Vallabh Vidyanagar, Gujarat
(Reaccredited with 'A' Grade by NAAC (CGPA 3.11))
Programme: B.COM Semester: VI
Syllabus with effect from the Academic Year:

B.COM. SEMESTER-VI		
Paper Code	Title of the Paper	Total Credit
UB06DCOM77	Computer Applications in HRM	3

Course Objectives	To acquaint students with skills in the area of Computer Applications in HRM
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Course Description		
Unit	Description	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	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 E-HRM Impact of IT Act 2000 on HR Practices – Telecommuting – HRM in Virtual Organizations – E - Learning Strategies	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
<p>Following points will be learned by students by successfully completing the course:</p> <ul style="list-style-type: none"> • 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 • Application of various software in HR practices. • Payroll application, Compensation and benefit applications. • Job evaluation softwares. • Need, limitations of HRIS. • Advantages and designing HRIS for an organization. • Impact of ITAct 2000 on HR practices. • E-learning strategies.

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

On-Line Resources available that can be used as Reference Material