

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: III
Syllabus with effect from: June 2016

Paper Code: PA03EHRM18	Total Credits: 3
Title Of Paper: Human Resource Information System	

Unit	Description in detail	Weightage (%)
	<p>Learner Objectives</p> <ol style="list-style-type: none"> 1. To create awareness in upcoming managers, of different types of information systems. 2. To increase student understanding of IT and their application for human resource. 3. To explore the use of some common Information Systems development tools 	
1	<p>Introduction to Human Resource Information System Different types of computer based information systems: Computers and Computer Based Information Systems / Introduction to Computer Based Information Systems -TPS/MIS/EIS/ES/DSS/OA HRMS Planning Human resource & HRMS Planning an HRMS Designing an HRMS Software for HRMS Hardware for HRMS</p>	20%
2	<p>Management Information Systems Functional Applications / Exercise HRIS Life Cycle/HR responsibility in each phase of HRIS development Pre implementation stage of HRIS: HRIS planning HRIS expectation HRIS cost-benefit value analysis Getting Management support for HRIS Limitations of computerization of HRIS</p>	20%
3	<p>Implementation of HRIS Tools in HRIS development</p>	20%
4	<p>HRIS Applications Applicant and employment management EEO and affirmative action Compensation Benefits Employee and industrial relations</p>	20%

	Training and development Human resource planning OSHA Payroll	
5	Case studies with reference to HRIS implication in corporate sector	20%

Basic Text & Reference Books:

1. Rampton, G. M., Turnbull, I. J., & Doran, J. A. (1999). Human Resource Management Systems: A Practical Approach (2nd ed.). Carswell Legal Publications.
2. Ceriello, V. R., & Freeman, C. (1998). Human Resource Management Systems: Strategies, Tactics, and Techniques. San Francisco, Calif: Jossey-Bass Publishers, Pfeiffer & Company. / New York: Lexington Books.
3. Haag, S., Cummings, M. & Dawkins, J.P. (2007) Management
4. information Systems for the Information Age U.S.A.: McGraw-Hill
5. Kavanagh and Thite.(2008), Human Resource Information Systems: Basic, Applications, and Future Directions, Sage Publications
6. Kavanagh, M. J., Gueutal, H. G., & Tannenbaum, S. I. (1990).Human Resource Information Systems: Development and Application. Boston, Mass: PWS-Kent Publishing Company.
7. Lederer, A. L. (Ed.). (1993). Handbook of Human Resource Information Systems. New York: Warren, Gorham and Lamont
8. Groe. G.M., Pyle. W.J.J.J. (1996) "Information technology andHR" Human Resource Planning 19 (1) 56 – 61.
9. Hubbard.J.C, Forcht. K.A. (1998) "Human resource information systems: An overview of current ethical and legal issues" Journalof Business Ethics. 17 (12) 1319 – 1323.
10. Kovach, K.A, Cathgart.E.J. (1999) "Human resource informationsystems (HRIS) Providing business with rapid data access,information exchange and strategic advantage" Public PersonnelManagement. 28 (2) 275 – 282.
11. Targowski, A..S.; Desphande, S.P. (20001) "The utility and selection of an HRIS," Advances in Competitiveness Research