PAPER- 305 HUMAN RESOURCE INFORMATION SYSTEMS

UNIT - I

Evolution of HRM and HRIS, Database Concepts and Applications in HRIS, Systems Considerations in Design of an HRIS

UNIT - II

HRIS Needs Analysis, System Design and Acquisition, Cost Justifying HRIS Investments

UNIT - III

Project Management Development & HRIS Acceptance Change Management, HR Administration and HRIS, Systems considerations in the Design of an HRIS

UNIT - IV

Job Analysis and HR Planning, Recruitment and Selection, Training and Development

UNIT - V

Performance Management, International HRM, Information Security and Privacy

Suggested Readings:

- Abrahamson, E., Change without Pain. Boston, Harvard Business School Press.
- Armstrong, M., Performance Management: Key Strategies and Practical Guidelines.
- Galpin, T.J., the Human Side of Change. San Francisco: Jossey-Bass.
- Michael J. Kavanagh & Mohan Thite, Human Resource Information Systems: Basics Appliocations, and Future Directions.