Central University of Jammu

Department of HRM & OB

Teaching Plan

Course Name	**Human Resource Information Systems**
Course Code	**MHRM-403**
Course objectives	To create awareness in upcoming managers regarding human resource information systems so as to enable them to use the computer resources for efficient management of human resources. Further it aims at creating awareness about how to evaluate the Human Resource function for business improvements.
Credit Hours	4
Lecture /Week	4
Semester	4th
Course In Charge	Anjali Pathania
Grading	Mid Term 25% Continuous Assessment 25% Final exams 50%

Text/Reference Books				
S.No	Title	Author	Edition	Publisher
1	Human Resource Information Systems	Michael J. Kavanagh, Mohan Thite, Richard D. Johnson	2nd	Sage South Asia Edition
2	Practical Guide to Human Resource Information Systems	Satish M. Badgi	2012	Prentice Hall India.

	Topic	No. of Hours/ Topic	Suggested Readings
Week1	Overview of HRIS	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	Evolution of HRMS	2 Hours	Michael J. Kavanagh, Mohan Thite, Richard D. Johnson, Human Resource Information Systems, Sage South Asia Edition, *Chapter: Introduction to Human Resource Management and Human Resource Information Systems: The role of Information Technology*
	Tutorial/ Case Study	1 Hour	Discussion on HR metrics and Analytics
Week2	Employee Life Cycle	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	Internal World for HR and IT	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	Tutorial/ Case Study	1 Hour	Situation Description and Analysis: HRIS in Action

Week3	External World for HR and IT	3 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	HRIS System Life cycle	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
Week4	HR's and IT's Role in HRIS project phases	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	Challenges for HR and IT in HRIS implementation.	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Introduction and Concepts*
	Tutorial/ Case Study	1 Hour	Case: Position Description and Specification for an HRIS administrator
Week5	Concept of Planning for HRIS	3Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Tutorial/ Case Study	2 Hours	Case: Transforming Human Resources at Novartis: The Human Resource Information System
Week6	HR Alignment with Business and IT Strategy	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Projects, Priorities, Risks and Opportunities	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Tutorial/ Case Study	1Hour	Caselet: The Calleta Corporation
Week7	Measurable Benefits- Qualitative and Quantitative	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Investments and ROI	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Tutorial/ Case Study	1 Hour	Case: Bank of London

Week8	Challenges of Globalization and its impact on HRIT Strategy	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Critical Factors for Strategy and Planning.	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Strategy and Planning*
	Tutorial/ Case Study	1Hour	Discussion on SAP
Week9	Organisation Design and Management Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Recruitment Module	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Employee Administration and Data Module	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Tutorial/ Case Study	1Hour	Discussion on HR Scoreacrd
Week10	Payroll Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Leave, Absence and Time Management Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Tutorial/ Case Study	1Hour	Caselet: Grandview Global Financial Services. Inc.
Week11	Benefits Module	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Global Employee Management Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Module for HR Administration and Travel Expenses	1 Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Tutorial/ Case Study	1Hour	Discussion on Dashboards and Portals

Week12	Concept of a Portal	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Training and Learning Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Retirement and Pension Module	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Tutorial/ Case Study	1Hour	Discussion on Training Metrics
Week13	Talent Management Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Garnishment and Reporting Module	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Application and Modules*
	Tutorial/ Case Study	1Hour	Developing Integration Diagrams for different Modules
Week14	Overview of HRIS Implementation Life Cycle	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*
	System Integration	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*
	Analysis of HRIS	1 Hour	Michael J. Kavanagh, Mohan Thite, Richard D. Johnson, Human Resource Information Systems, Sage South Asia Edition, *Chapter: Human Resource Information Systems Needs Analysis*
	Tutorial/ Case Study	1Hour	Discussion on contemporary models being used in industry
Week15	Design for HRIS	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*
	Building/Coding	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*
	Testing	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*

Week16	Tutorial/ Case Study	1Hour	Caselet: Planning the needs of Other Organizations
	Deployment/ Implementation	1Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: Implementation*
	Challenges in Managing HR Data	2 Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: HR Data and Security*
	Typical Standards followed in HRIS Data Conversion	1 Hour	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: HR Data and Security*
	Tutorial/ Case Study	1Hour	Discusion on Predictive analytics
Week17	Security and Access to Data	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: HR Data and Security*
	Common HR Data Challenges,	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: HR Data and Security*
	Tutorial/ Case Study	1Hour	Discussion: Big Data Analysis and its Application
Week18	Tools available in Market	2Hours	Satish M. Badgi, Practical Guide to Human Resource Information Systems, Prentice Hall India., *Chapter: HR Data and Security*
	Future Trends in HRIS	3Hours	Michael J. Kavanagh, Mohan Thite, Richard D. Johnson, Human Resource Information Systems, Sage South Asia Edition, *Chapter: The Future of Human Resource Information Systems: Emerging Trends in Human Resource Management and Information Technology*