



SYMBIOSIS COLLEGE OF ARTS & COMMERCE
 An Autonomous College | Under Savitribai Phule Pune University
 Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

COURSE TITLE	Human Resource Information System	
Paper Number (In case of Specialization)	HRM Honours - Core II	
Course Learning Outcomes:		
<ul style="list-style-type: none"> To discuss issues related to HRIS. To develop an understanding about application of HRIS. 		
Gist of this course	The course will help students learn HRIS, its need, implications and key issues.	
Unit	CONTENTS OF THE COURSE	No. of Lectures
1.	Introduction to Human Resource Information System (HRIS) 1.1 The Concept of HRIS 1.2 The role of IT, Database concepts and applications in HRIS 1.3 Steps in implementing an HRIS 1.4 Benefits and limitations of HRIS	12
2.	Determining HRIS needs 2.1 HRIS needs analysis 2.2 System design and acquisition 2.3 HR metrics and workforce analytics 2.4 Costs justifying HRIS investment	12
3.	Resource Information System implementation and acceptance 3.1 HRIS Project management 3.2 Change management, implementation, integration, maintenance of HRIS	8
4.	HRIS Applications 4.1 HR administration and HRIS 4.2 Talent management 4.3 Job analysis and Human Resource Planning, 4.4 Recruitment and Selection in the Internet context 4.5 Training issues in HRIS 4.6 Performance management 4.7 Compensation and HRIS	14
5	Key issues in HRIS 5.1 Information Security and privacy in HRIS 5.2 The future of HRIS 5.3 The Concept of HR Analytics and Digital HR	8
	Total Number of Lectures	54

Suggested Reference Books:

1. Dr. Michael Kavanagh, Dr. Mohan Thite: Human Resource Information Systems- Basics, application, future and directions
2. P.K.Gupta and Sushil Chaabra: Human Resource Information Systems