

NO.	TITLE		
1.	Subject	Introduction to Human Resource Information System	
2.	Subject Code	DHRM 204	
3.	Status	Major	
4.	Credit Hours	3	
5.	Semester	Semester 2, Year 1	
6.	Objectives	To provide an in-depth overview of essential Human Resource Management Information modern concepts and practice in organisation assessment, analysis and deployment of modern HRIS technologies. The course will include fundamental relational database characteristics, information systems and management process, systems analysis and HRMS needs assessment and change management.	
7.	Learning Outcome	At the end of the lesson, the student will be able: - to describe and use database theory and management practice relevant to HRIS applications.	
8.	Synopsis	Design, implementation and evaluation of HRIS. Topic to be covered include fundamental database characteristics, information systems and management process, system analysis and needs assessment in Human Resource and Industrial Relations departments, implementing HRMS systems, the use of HRIS to solve organizational problems, information systems and labor practice.	
9.	Syllabus and Contact Hours	Syllabus	Contact Hours
		1. HRMS Planning: - HRIS Introduction - Human resource & HRMS - Planning an HRMS - Designing an HRMS - Software for HRMS - Hardware for HRMS - Lab work	9
		2. HRMS Implementation: - HRMS implementation planning - Maintaining and enhancing an HRIS - Managing HRIS - Lab work	9
		3. HRIS Applications: - Applicant and employment management - EEO and affirmative action - Compensation - Benefits - Employee and industrial relations - Training and development - Human resource planning - OSHA - Payroll - Other HRIS application	9
			10

		- Lab work	10
		TOTAL	56
10.	Main Reference	<p>Rampton, G. M., Turnbull, I. J., & Doran, J. A. (1999). <i>Human Resource Management Systems: A Practical Approach</i> (2nd ed.). Carswell Legal Publications.</p> <p>Ceriello, V. R., & Freeman, C. (1998). <i>Human Resource Management Systems: Strategies, Tactics, and Techniques</i>. San Francisco, Calif: Jossey-Bass Publishers, Pfeiffer & Company.</p>	
11.	Additional Reference	<p>Kavanagh, M. J., Gueutal, H. G., & Tannenbaum, S. I. (1990). <i>Human Resource Information Systems: Development and Application</i>. Boston, Mass: PWS-Kent Publishing Company.</p> <p>Lederer, A. L. (Ed.). (1993). <i>Handbook of Human Resource Information Systems</i>. New York: Warren, Gorham and Lamont.</p>	