



## Course Syllabus

<b>Course Code</b>	<b>Course Title</b>	<b>ECTS Credits</b>
HRM-420	Human Resource Information Systems	6
<b>Prerequisites</b>	<b>Department</b>	<b>Semester</b>
None	Management & MIS	Fall/Spring/Summer
<b>Type of Course</b>	<b>Field</b>	<b>Language of Instruction</b>
Elective	Business Administration	English
<b>Level of Course</b>	<b>Lecturer(s)</b>	<b>Year of Study</b>
1 <sup>st</sup> Cycle	Business Administration Faculty	3 <sup>rd</sup> or 4 <sup>th</sup>
<b>Mode of Delivery</b>	<b>Work Placement</b>	<b>Corequisites</b>
Face to Face	N/A	None

### Course Objectives:

The main objectives of the course are to:

- Collection and analysis of data for the purpose of resolving issues directly related to human resource information systems.
- Development of intrapersonal and interpersonal skills.
- Confidence when interacting with others in a number of organizational settings.
- Communication, both orally and in writing.
- Problem – Solving.
- Effective use resources in order to ‘learn how to learn’.

### Learning Outcomes:

After completion of the course students are expected to be able to:

1. **Articulate** the significance of incorporating an information system in the organization.
2. **Design** an effective HR information system.
3. **Analyze and diagnose** the information needs of organizations.
4. **Process** relevant data for effective organizational performance.
5. **Audit** a human resource information system.
6. **Utilize** information for effective decision-making.

**Course Content:**

After completion of the course students are expected to be able to:

1. Information Management Theory.
2. Identifying System Needs.
3. Designing Technological Solution.
4. Database Management.
5. Decision Making.
6. Auditing HRIS systems.
7. Diagnosing Organizational Needs.
8. Implementation.
9. Reviewing Existing Package Solutions.

**Learning Activities and Teaching Methods:**

Lectures, Case Studies Analysis and Discussion, Academic/Industry Journals Paper Discussions, In-Class Exercises, and Presentations.

**Assessment Methods:**

Class activities, Role-Play, Homework, Project, Mid-Term, Final Examination

**Required Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
Human Resource Information Systems: Basics, Applications, and Future Directions, 4 <sup>th</sup> Ed. (International Student Edition) or any previous editions	Kavanagh, M.J. and Johnson, R.D.	Sage	2017	978-1506386539

**Recommended Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
Human Resource Information Systems	Kavanagh, M.J. and Thite, M.	Sage	2009	978-1412944564
Knowledge Management: An Integrated Approach, 2 <sup>nd</sup> Ed.	Jashapara, A.	Prentice-Hall	2011	978-0273726852