



### University of Nicosia, Cyprus

<b>Course Code</b> HRM-420	<b>Course Title</b> Human Resource Information Systems	<b>Credits (ECTS)</b> 6
<b>Department</b> Management and MIS	<b>Semester</b> Fall, Spring	<b>Prerequisites</b> Junior
<b>Type of Course</b> Required	<b>Field</b> Management	<b>Language of Instruction</b> English
<b>Level of Course</b> 1 <sup>st</sup> Cycle	<b>Year of Study</b> 3/4	<b>Lecturer</b>
<b>Mode of Delivery</b> Face-to-face	<b>Work Placement</b> N/A	<b>Co-requisites</b> N/A
<b>Recommended Optional Programme Components:</b> N/A		

#### Objectives of the Course:

The main objectives of the course are to facilitate:

- 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 should 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:

- Information Management Theory
- Identifying System Needs
- Designing Technological Solution
- Database Management
- Decision Making
- Auditing HRIS systems
- Diagnosing Organizational Needs
- Implementation
- Reviewing Existing Package Solutions

#### Learning 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, and Final Exam.
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**Required Textbook/Reading:**

<b>Authors</b>	<b>Title</b>	<b>Publisher</b>	<b>Year</b>	<b>ISBN</b>
Kavanagh, M. J. and Thite, M.	Human Resource Information Systems	Sage	2009	1412944562

**Recommended Textbooks/Reading:**

<b>Authors</b>	<b>Title</b>	<b>Publisher</b>	<b>Year</b>	<b>ISBN</b>
Jashapara, A.	Knowledge Management: an integrated approach.	Prentice-Hall	2004	0273682989