

Global Learning Semesters

Course Syllabus

Course: HRM-420 Human Resource Information Systems

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-420	Human Resource Information Systems	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	HRM-205
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

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

Course Aims and Objectives

The course aims to introduce students to all functional areas in an HRIS system utilizing the most widely used HR management software in the marketplace. Students will learn how each area of an HRIS system interrelates with the other and how critical proper design and management is to the success of the System. The objective is to develop an understanding of how strategic objectives can be achieved through the integration of information technology and human resource management. Students will experience the design and planning phases of an HRIS system with the aid of Microsoft Project.

Teaching Methods

The course is delivered through lectures and case studies.

Course Teaching Hours

42

Evaluation and Grading

Project/homework: 10%
Mid-Term: 40%
Final Exam: 50%

Readings and Resources

Required Textbook

Rampton, G.M., Turnabull, I.J., Doran, J.A., Human Resource Management Systems: A Practical Approach, (1999).

Recommended Reading

Ceriello, V. R., Freeman, C., Human Resource Management Solutions: Strategies, Tactics, and Techniques, Jossey-Bass Business & Management Series (1998).