

Department: Business Administration		Program: MBA	
Course Name	Human Resource Technology	Course Code	BUS 622
Pre-requisite	Not Applicable	Credit Hours	3

Brief Description

- This course is designed to provide students with latest concepts and knowledge of HRIS and illustrate its applications in the real world. It also aims at illustrating strategic values of HRIS and demonstrating leadership skills to evaluate alternatives and taking decisions, choose the best available decision support software, recruit and select competent applicants, identify training needs, consider and adopt the best available security procedures.

Course Objectives

After completion of this course the student will be able to:

- Describe concepts and principles of HRIS
- Apply learned knowledge of HRIS to the real world.
- Demonstrate the strategic value of HRIS and how HRIS contributes to organizational success.
- Evaluate alternatives and develop relevant decisions within the context of HRIS.
- Demonstrate leadership skills through differentiating HRIS software available in the field.
- Compare recruitment and selection methods.
- Compare training and development methods.
- Select better issues of security and privacy in the context of HRIS.

Course Learning Outcomes

- Distinguish between concepts, principles, and theories of HRIS
- Apply the concepts, principles, and theories in different HRIS
- Demonstrate written communication skills
- Have oral communication skills
- Have skills of using computer applications in HRIS
- Have scientific research skills in the field of HRIS
- Have the skills of critical thinking and analysis in the fields of HRIS
- Have the skills in strategic thinking and finding solutions in HRIS
- Believe, and practice sustainability
- Have the skills of leadership, teamwork, and decision making in HRIS
- Have the ability to distinguish between ethical issues in HRIS
- Have the competence of social responsibility in the fields of HRIS
- Have the competence to deal with cultural diversity in HRIS

Course Topics

- Acquisition and HRIS Costs
- Needs Assessment; HR Metrics
- Database Concepts and Applications in HRIS
- Change Management and Data Validation
- HRIS Design and Implementation Considerations
- Project Management
- International HRM
- HR Administration and HRIS; Job Analysis
- Performance Management and Rewards
- Training and Development
- Security and Privacy Issues; Emerging Trends in HRIS
- Recruitment and Selection

Text Book

- Baltzan, Paige and Phillips, Amy (2016). [Business Driven Information Systems, 5th Edition, McGraw Hill](#).
- Kavanagh, Michael J and Thite, Mohan. **Human Resource Information Systems: Basics, Applications, and Future Directions**. Sage Publications, 2012. ISBN 10: 9781412991667.

Additional References

- Noe, Raymond; Hollenbeck, John; Gerhart. Barry; and Wright, Patrick (2020). Fundamentals of Human Resource Management, 8th Ed., McGraw Hill.
- Monk & Wagner (2013). Concepts in Enterprise Resource Planning, Thomson

Online Resources

- Nathan, Maria (2018). Annual Editions: Human Resources, 23rd Edition, McGraw Hill.
- [The International Journal of Human Resource Management](#).
- Hempel, P.S. (2004). 'Preparing the HR Profession for Technology and Information Work', Human Resource Management Review, Vol. 43, No. 2/3, pp 163-167.

Course Outline

Week	Hours	Topics	Remarks
1	3	Introduction to HRIS	
2	3	Acquisition and HRIS Costs	
3	3	Needs Assessment; HR Metrics	
4	3	Database Concepts and Applications in HRIS	
5	3	Change Management and Data Validation	

6	3	Midterm Exam	
7	3	HRIS Design and Implementation Considerations	
8	3	Project Management	
9	3	International HRM - Case study	
10	3	HR Administration and HRIS; Job Analysis	
11	3	Performance Management and Rewards	
12	3	Training and Development	
13	3	Security and Privacy Issues; Emerging Trends in HRIS - Group report	
14	3	Recruitment and Selection	
15	3	Presentation	

Measurement and Assessment Tools														
Assessment Tools	Grades	Week	Knowledge	Skills						Values				
			Identify and apply	Written	Oral	Information Technology	Research	Critical thinking	Strategic thinking	Sustainability	Leadership	Ethics	Corporate Social responsibility	Cultural diversity
Midterm Exam	20	9	X											
Case Study	10	12		X				X	X	X	X	X	X	X
Project	20	15		X		X	X	X	X	X	X	X	X	X
Presentation	10	15			X	X								
Final Exam	40	TBD	X											
Total	100													

Approved by Department Chair	Date of Approval

Additional Information: Updated every Semester by Course Instructor	
Course Instructor	
Department	
Phone No.	
Extension No	
Email	
Office Hours	

