I. RATIONALE:

As organizations evolve, technology needs to keep pace. Organizations are challenged with the responsibility to secure and maintain human resource data accurately and efficiently. Human Resource Information Systems (HRIS) allow for organizations to develop its human resource programs and manage its human capital using information technology (IT). As human resources continues to support the organization strategically and be seen as a business partner, there is a shift within these organizations moving toward a self-service delivery model. Applications that were once reserved for human resource and HRIS professionals to manage now include employee and manager access to handle data transactions. Technological advances in the field allow business leaders to be informed and make better decisions. This course will provide the knowledge necessary for human resource professionals to keep pace with a constantly changing HRIS environment.

II. MAJOR INSTRUCTIONAL GOALS:

GOAL A:
The student will be introduced to the field of Human Resources Information Systems (HRIS) through its history, concepts and applications.

Learning Outcomes: The student will:

A-1 Define Human Resources Information Systems (HRIS), its purpose and application to Human Resource activities at the organizational level.
A-3 Explain how a database management system creates, stores and integrates information for the end user to retrieve effectively.
A-4 Summarize relational databases and how they support the foundation of a Human Resource Information System (HRIS).
A-5 Differentiate between queries, reports and data
warehouses and how they provide users with information to make business decisions.

**GOAL B:**
The student will understand the systems development life cycle and how project management is used as an approach when planning, designing and implementing a HRIS.

**Learning Outcomes:** The student will:

- **B-1** Compare and contrast different customer users and understand their unique HRIS needs.
- **B-2** Describe the evolution of HRIS architecture.
- **B-3** Summarize the systems development life cycle and describe the steps in conducting a needs analysis.
- **B-4** Examine the purpose and information contained in a Request for Proposal.
- **B-5** Identify Project Management approaches, techniques and tools and how they can be applied to an HRIS implementation.
- **B-6** Evaluate factors that contribute to the success and failure of an HRIS implementation.

**GOAL C:**
The student will demonstrate how human resource metrics workforce analytics and service delivery can effectively and strategically support an organization.

**Learning Outcomes:** The student will:

- **C-1** Discuss effective approaches to measure human capital and its impact on organizations.
- **C-2** Identify and evaluate specific human resource metrics and workforce analytics that leaders and HR professionals can use to make better business decisions.
- **C-3** Discuss cost benefit analysis and how organizations justify HRIS investments.
- **C-4** Examine various change model perspectives and how these perspectives can be applied when modifying approaches to HR service delivery.

**GOAL D:**
The student will understand how specific human resource activities can be supported by technology through HRIS applications.
Learning Outcomes: The student will:

D-1 Summarize the legal implications that technology brings to HRIS administration.
D-2 Discuss how Talent Management can be supported by HRIS.
D-3 Examine how Recruitment and Selection (Talent Acquisition) can be supported by HRIS.
D-4 Explain how Training and Development can be supported by HRIS.
D-5 Demonstrate how Performance Management and Total Rewards (Compensation & Benefits) can be supported by HRIS.

GOAL E:
The student will demonstrate effective written and oral communication skills.

Learning Outcomes: The student will:

E-1 Select an appropriate HRIS topic and prepare a written research paper using APA format.
E-2 Research HR journals, books, articles and websites whereby information will be included in assignments, discussions, blogs and a research paper.
E-3 Apply practical HR examples and HRIS applications to enhance theory, principles and trends in the field.
E-4 Organize a group presentation focusing on an HRIS topic to be presented on-line or in-class.
E-5 Complete a quiz assessment (essay).