MAN3322  Human Resources Information Systems

This course examines the role of human resources information system (HRIS) in today’s organizations and human resources departments. The student will address topics such as human resource information systems design, acquisition, and implementation. The role of these systems in talent acquisition and management is also examined. (3 hr. lecture)
Prerequisite: MAN3025, MAN3301

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<thead>
<tr>
<th>Course Competency</th>
<th>Learning Outcomes</th>
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| **Competency 1:** The student will demonstrate the ability to describe the nature and importance of HRIS by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
8. Computer / Technology Usage |
| 1. Summarizing a brief history and overview of technology in human resources management  
2. Analyzing database concepts and application in HRIS  
3. Evaluating system considerations in the design of HRIS | 1. Communication  
3. Critical thinking  
4. Information Literacy  
8. Computer / Technology Usage |
| **Competency 2:** The student will demonstrate the ability to illustrate steps of managing HRIS implementation by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
8. Computer / Technology Usage |
| 1. Analyzing systems development lifecycle and HRIS needs analysis  
2. Illustrating system design and acquisition  
3. Describing change management and implementation  
4. Evaluating cost justification for HRIS investment | 1. Communication  
3. Critical thinking  
4. Information Literacy  
8. Computer / Technology Usage |
| **Competency 3:** The student will demonstrate the ability to justify integration of human resources administration and HRIS by: | 1. Communication  
3. Critical thinking  
4. Information Literacy  
8. Computer / Technology Usage |
| 1. Comparing and contrasting HRIS process for talent management  
2. Analyzing various techniques for recruitment and selection using HRIS  
3. Illustrating techniques for training, development and performance management using HRIS | 1. Communication  
3. Critical thinking |
| **Competency 4:** The student will demonstrate the ability to implement HRIS application by: | 1. Communication  
3. Critical thinking |

Updated Spring 2021
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<th>4. Information Literacy</th>
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<tbody>
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<td>8. Computer / Technology Usage</td>
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<tbody>
<tr>
<td>1.</td>
<td>Analyzing human resources metrics and workforce analytics</td>
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<td>2.</td>
<td>Diagnose issues with data privacy and security</td>
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<td>3.</td>
<td>Identify issues with social media and HRIS</td>
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<td>4.</td>
<td>Analyze the future trends in HRIS</td>
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