MANGALORE UNIVERSITY

Department of Commerce
MCom (HRD)

CRS506: HUMAN RESOURCE INFORMATION SYSTEM AND COMPUTER APPLICATION

Workload: 3 hours Lecture and 2 hours Tutorial per week: Total 4 Credits

Objective: To make the students understand and appreciate the strong relationship among human resource management, information system, and information technology with a special focus on the application of computer and SPSS package in the management and development of human resources.

Course Out Comes:
1. Explains the usefulness of diagnosing problems involving human behaviour and examining psychological and sociological phenomenon.

Unit -1: Framework of Information Systems and Technology: Decision making and information systems (IS) – Technology for information systems – Computer networks – Database management systems – Components of information systems- Transaction processing systems – Decision support systems – Executive information systems – Artificial Intelligence and expert systems – Recent trends.

Unit -2: Developing Information Systems: Planning and implementation of IS strategy – System development – System analysis and design – System implementation and maintenance – Social and organizational impact of IS and IT – Recent trends.

Unit -3: Human Resource Information System (HRIS): application of HRIS – Enterprise Resource Planning (ERP) – A general HRIS model – Employee data, organization data, relational database – Report generation – Acquiring and implementing HRIS – Phases of HRIS acquisition: Needs analysis, design and development, implementation and maintenance – Uses of computer and HRIS in HRM – Clerical applications, applicant search expenditures, risk management, training management, financial planning, turnover analysis, succession planning, flexible benefits administration, compliance with government regulations, attendance reporting and analysis, human resource planning, accident reporting and prevention – Recent trends.

Unit -4: Capabilities of an HRIS: Input function – Components of HRIS input-function – Master files or database – Input activities: entry, edit, validation – Message table – Acceptance or error notification – Edit/validation criteria tables – Edit/validation table values – Data maintenance function – Components: transaction from input function – data

maintenance activities: update data, create records, derive data – typical files/databases – HRIS output–Function components: Master files, history files, transaction files – Output activities: select, process, report, other systems – Output request procedures – Output dissemination procedures – Ad-hoc reporting capability – Report library – Steps in implementing an HRIS – Recent trends.

Unit -5: Issues in MIS: Information Security, Control and cyber law – Quality Assurance - Ethical and Social Dimensions - Intellectual Property Rights as related to IT Services / IT Products - Managing Global Information Systems, Control and audit of IS – Recent trends.

References
1. Cynthia D. Fisher, Lyle F. Schoenfeldt and James B. Shaw, Human Resource Management, Chennai: All India Publishers and Distributors.
2. Lloyd L. Byars and Leslie W. Rue, Human Resource Management Homewood, IL: Irwin.
3. Michael J. Kavanagh, Hal G. Gueutal, and Scott I. Tannenbaum, Human Resource Information Systems: Development and Application, New York: International Thomson Publishing Inc.
4. Stephen E. Forrer and Zandy B. Leibowitz, Using Computers in Human Resources, San Francisco: Jossey-Bass.
5. Prasad L. M. and Usha Prasad, Information Systems and Technology, New Delhi: Sulthan Chand & Sons
6. Ajai S. Gaur and Sanjaya S. Gaur, Statistical Methods for Practice and Research: A guide to data analysis using SPSS, New Delhi: Sage.
7. William E. Wagner, Using SPSS for Social Statistics and Research Methods, New Delhi: Sage.