The Hashemite University
Faculty of Economics and Administrative Science/Department of Management
Semester term 2018/2019

Course Syllabus

Course title: Human Resource Information Systems (HRIS)	**Course code:** 1802032342
Lecture time: 2:00 – 3:00	**Credit hours:** 3
Lecturer: Dr. Mohammad Alhusban	**Office number:** 236; **Office hours:** 12-1

Course Description:

The course covers the major advances in the field of HRIS and the relation of HRIS to managerial decision making while, at the same time, exploring the basic concepts of developing, implementing, and maintaining an HRIS. It represents the intersection of the best thinking and concepts from the two fields of HRM and IT. After introducing the basic concepts of an HRIS combined with new approaches to the operation of HRM in the organization, the course then proceed to the more advanced, and evolutionary, technical changes. The basic philosophy of this course is that the integration or harmonization of technology with people management in an HRIS will create a distinct competitive advantage for organizations.

General Aim and Rational:

The course presents the concepts, theories and practices of HRIS, and demonstrates the importance of HRIS to contemporary organisations. This will be achieved by:

- Examining the meaning of the "HRIS" and its implementation within contemporary organisation.
- Considering the role of the HRIS in the organisation.
- Presenting concepts and techniques for the identification of HRIS.

Specific objectives:

On completion of this course, students should be able to:

- Demonstrate an understanding of the basic principles and concepts of HRIS.
- Be able to apply these principles and concepts in business situations.
- Describe the nature of the interface between HRIS and other functions within an organisation.

Recommended Readings

A.1. Essential Text
Human resource information systems: basics, applications, and future directions (Third edition) - Michael J. Kavanagh; Mohan Thite, Griffith and Richard D. Johnson, 2015

Assessment

Type of assessment	Weighting
First Exam	25%
Second Exam	25%
Participation	10%
Final Examination	**40%**
Total	**100**

Syllabus Outline

Week No.	Topic	Reading
1, 2, 3	Evolution of Human Resource Management and Human Resource Information Systems: The Role of Information Technology	Ch. 1
4,5,6	Systems Considerations in the Design of a Human Resource Information System: Planning for Implementation **First Exam**	Ch. 3
7,8	The Systems Development Life Cycle and HRIS Needs Analysis	Ch. 4
9,10	System Design and Acquisition **Second Exam**	Ch. 5
11,12	Project Management and Human Resource Management Advice for Human Resource Information Systems Implementation	Ch. 6
13,14	Change Management: Implementation, Integration, and Maintenance of the Human Resource Information System	Ch. 9
15		
16	**Final Exam**	