Certificate Program

HR Operations / Human Resource Information System (HRIS)

HRIS
HUMAN RESOURCES INFORMATION SOLUTION

Course Code:

HRM 528

Course Description

This course encompasses two critical areas e.g. Human Resource Management (HRM) and information technology/ Systems (IT/IS). In Enterprise Resource Planning (ERP) System, which integrates various business modules within the information architecture of any business enterprise, HR IS has become a critical area of attention for management. On completion of this course, participants will build on and expand their knowledge of HRIS from an academic and an experiential perspective. They will be exposed to various HRIS issues, application problems and their possible solutions. The content allows them concentrate and encourages them to reflect upon and apply current knowledge and understanding of theoretical concepts to contemporary HRIS issues.

Learning Outcomes

◊ An understanding of the contribution that information system can make to the practice of HRM

◊ An appreciation of the generic skills that cut across the HRM, Management, information technologies, and information system

◊ Career and vocational skills in terms of providing proficiency in using a HRIS

◊ Professional effectiveness in terms of participants ability to understand, integrate, strategized, and apply knowledge integrate multiple discipline areas.

IBA CEE Center for Executive Education
Institute of Business Administration

Course Content

◊ **Introduction to the course – Evolution of Strategic HRM**

◊ **Database concepts and applications – system considerations**

◊ **HRIS Needs Analysis**

◊ **System design and acquisition – Cost justification**

◊ **Project Management using ERP**

◊ **Change Management (Implementation, integration, and maintenance)**

◊ **HRIS Applications: HR Administration**

◊ **HRIS Applications: Job Analysis, HR Planning, Recruitment and selection**

◊ **HRIS Applications: Learning (Training) & Development**

◊ **HRIS Applications: Performance Management; Compensation and benefits**

◊ **Special topics: International HRM, information security and privacy**

◊ **Future of HRIS**

For Registrations:

Center for Executive Education
Institute of Business Administration
City Campus, Garden/Kayani Shaheed Road, Karachi
Tel: (021) 38104701 (Ext: 1804, 1807, 1809)
Fax: 021-38103008
Email: ceeinfo@iba.edu.pk
Web: cee.iba.edu.pk

IBA CEE Center for Executive Education
Institute of Business Administration