Syllabus

Subject code: HRCM21-121

Subject name: Information Science

Purpose of course: There are various and extensive social and organizational changes in the economic environment, and it is important for human resource management (HRM) to be comprehensive, high in quality, fast, flexible and in line with upcoming trends. This course presents the use of ICT (information and communication technology) in HRM, foundation, processes, models and theories and design of digital tools in human resource counselling.

Results and acquired competencies

Knowledge:
- Demonstrate an understanding of specific knowledge of Human Resource Information Systems (HRIS), its origins and different branches, system considerations in design and future trends

Abilities:

- Critically apply HRIS core practice and values and skills in the field of human resource counselling
- Able to evaluate HRIS tools and plan for their application in a given institutional context

Attitude:
- Demonstrate the ability to interpret the benefits of HRIS, to link technology related aspects to specific management related aspects.
- Openness towards learning about new technologies and their application.

Autonomy, responsibility:
- Autonomy to develop critical reflection skills in technology use.

Content of the subject: The course focuses on providing critical reflection opportunities on most recent developments and major issues of the emerging field of HRIS. In particular, database concepts, HRIS architecture, needs analysis, and HRIS metrics, HRIS and new media etc. will be inquired. Complex interrelations of change management and implementation as well as talent and performance management will be also dealt with.

Major topics:

- Introduction to Human Resource Information Systems (HRIS) and the modern HR
- History and Technology and Overview of Technology of HR
- Database Concepts and Application in HRIS: Database Management Systems
- Design of HRIS, Implementation, Architecture
- The Systems Development Life Cycle and HRIS Needs Analysis, Assessing the System
- Change Management and Implementation: Change Management Process and Models, Failures
- Justification Strategies for HRIS Investments: Approaches, Guidelines, Cost-Benefit Analysis, Decision-making
- Talent and Performance Management, Training and Developments: Issues and HRIS Applications
- HRIS Metrics and Workforce Analytics and HRIS Privacy and Security, Staffing wit HRIS
- HRIS and International HRM, HRIS and Social Media, Future Trends in HRIS

<u>Exam and evaluation system:</u> The courses uses continuous assessment (type 'C') (See ELTE Organizational and Operational Regulations. Academic Regulations for Students. Section 67, Point 1 /e), therefore in-class participation will be incentivized and rewarded.

Literature:

Bal, Y., Bozkurt, S., & Ertemsir, E. (2012). *The Importance of Using Human Resources Information Systems (HRIS) and a Research on Determining the Success of HRIS.*

Bilevičienė T., Bilevičiūtė, E., Paražinskaitė, G. (2015). Innovative Trends in Human Resources Management. *Economics and Sociology 8*(4), 94-109.

Kavanagh, M. J., Thite, M., & Johnson, R. (eds 2014). *Human Resource Information Systems: Basics, Applications, and Future Directions*, 3rd Edition SAGE Publications Inc.

Kavanagh, M. J., Johnson, R. D. (Eds.) (2018). *Human resource information systems*. 4th Edition. SAGE Publications Inc..