

Module	Human Resource Information Systems
Semester(s)	3
Responsible	Prof. Dr. oec. Erhard Alde www.wi.hs-wismar.de/erhard.alde +49 3841 753 7618
Lecturer	Prof. Dr. oec. Erhard Alde
Language	English
Curriculum	Elective module in the degree programme Master of Business Systems
Type of teaching	Private studies according to study notes including literature research using textbooks or other sources. Workshop, case study, discussion group, application to course project. Support is given via the Learning Management System Stud.IP including information, references, or files. Various communication channels are used, including email, forum, chat, wiki-pages or online tutorials. Work-based learning by linking information technology theory with workplace environment and experience.
Workload	Focused work on the topics during the semester is required. A full-day workshop. Case study including term paper requires independent and focused attention. Approximately 110 hours self-study required.
Credit points	5
Prerequisites	Understanding and experience in Human Resource Management, Experience in using Human Resource Information Systems (HRIS), Knowledge in Enterprise Resource Planning Systems
Module objectives	<p>Knowledge: Students gain competencies in implementation of HRIS.</p> <p>Skills: Students are able to use independently instrumental skills (especially the competence to model and design HR-processes), systemic skills (especially the competence to manage HRIS-projects) and communicative skills, focused on the work in interdisciplinary teams.</p> <p>Competencies: Focus is on achieving the following competencies:</p> <ul style="list-style-type: none"> • Using Methods of Business Process Modeling in the field of HRIS • Capability for participating in the design and implementation process of HRIS • Capability for applying current HRIS-Components
Content	<p>The following main issues are addressed:</p> <ul style="list-style-type: none"> • User und Systems Specification for HRIS • Functionality and Architecture of HRIS • Implementation and Using of HRIS in the Context of Enterprise Resource Planning <p>Contents and Techniques will be related to participants' experience and workplaces. Thus different aspects of HRIS will be discussed for real-world situations and processes.</p>
Examination	Review of case study, oral presentation or written exam. Assessment details will be provided at the beginning of the semester.
Reading list	<p>No single textbook exists that covers all the topics addressed in this module. Following the requirements of the European Qualification Framework (EQF) students will be encouraged to elaborate knowledge on their own by running a literature research on the topics addressed in the lecture notes or the set of slides. Sources are current edition of:</p> <ul style="list-style-type: none"> • Richard Charles Starling: Checklist of Human Resource System Requirements: A Practical Workbook for Rapidly Specifying the Requirements of Your New Human Resource System • Alan Price: Human Resource Management in a Business Context • Derek Torrington and Laura Hall: Human Resource Management • Deborah D. Waddil and Michael J. Marquardt: The Complete Handbook for Technology-enabled Human Resources <p>More references will be given in the Learning Management System Stud.IP</p>
Notes	Topics are related to Software Systems and Design, Enterprise Resource Planning Systems, or Business Processes Management.