Miami Dade College

Course Description

MAN3322 | Human Resources Information Systems | 3.00 credits

This course examines the role of human resources information system (HRIS) in today's organizations and human resources departments. The student will address topics such as human resource information systems design, acquisition, and implementation. The role of these systems in talent acquisition and management is also examined. Prerequisite: MAN3025, MAN3301.

Course Competencies:

Competency 1: The student will demonstrate the ability to describe the nature and importance of HRIS by:

1. Summarizing a brief history and overview of technology in human resources management
2. Analyzing database concepts and applications in HRIS
3. Evaluating system considerations in the design of HRIS

Competency 2: The student will demonstrate the ability to illustrate steps of managing HRIS implementation by:

1. Analyzing systems development lifecycle and HRIS needs analysis
2. Illustrating system design and acquisition
3. Describing change management and implementation
4. Evaluating cost justification for HRIS investment

Competency 3: The student will demonstrate the ability to justify the integration of human resources administration and HRIS by:

1. Comparing and contrasting the HRIS process for talent management
2. Analyzing various techniques for recruitment and selection using HRIS
3. Illustrating techniques for training, development, and performance management using HRIS

Competency 4: The student will demonstrate the ability to implement the HRIS application by:

1. Analyzing human resources metrics and workforce analytics
2. Diagnosing issues with data privacy and security
3. Identifying issues with social media and HRIS
4. Analyzing the future trends in HRIS

Learning Outcomes:

- Communicate effectively using listening, speaking, reading, and writing skills
- Solve problems using critical and creative thinking and scientific reasoning
- Formulate strategies to locate, evaluate, and apply information
- Use computer and emerging technologies effectively