

**1. Course Identity**

<b>Course Name</b>	HR Information System		
<b>Faculty</b>	Business and Economics	<b>Study program</b>	Management
<b>Code</b>	SEM949	<b>Credits weight</b>	3
<b>Group</b>	Study program	<b>Type of Course</b>	Elective
<b>Semester</b>	6	<b>Availability</b>	Limited to Study Programs
<b>Learning Method</b>	Classroom Session	<b>Media</b>	Blended
<b>Course Cluster</b>	Specialization Elective Courses (MKPP)	<b>Prerequisite</b>	HR Management

**2. Course Description**

This course is designed to introduce students to the use of technology in the administration of human resources and how new technologies can contribute significantly to efficiency in human capital management in companies.




**3. Learning Outcomes**

<b>CPL Codes</b>	<b>Formulation of Graduate Learning Outcomes (CPL)</b>	<b>CPMK Codes</b>	<b>Formulation of Course Learning Outcomes (CPMK)</b>
<b>S1</b>	To be devoted to God the Almighty and develop a virtuous noble character	<b>CPMK-01</b>	To understand Human Resources Information System (HRIS) as the backbone of modern human resource management (S1, S3, S5, PP3)
<b>S3</b>	To internalize values, norms and ethics that prioritize integrity, honesty, responsibility and trust in carrying out profession	<b>CPMK-02</b>	To understand the management of the implementation of the Human Resources Information System (HRIS) (PP2, PP3, KU3)
<b>S5</b>	To appreciate the diverse cultures, views, religions, and beliefs and opinion or findings of others	<b>CPMK-03</b>	To understand the management of Human Resources electronically. (PP3, KU4, KK1)
<b>PP2</b>	To master the rules, principles and techniques of communication across functional, organizational and cultural levels for effective communication across functional and organizational levels	<b>CPMK-04</b>	To understand the progress of HRIS applications and future trends (PP3, KK3, KK4)
<b>PP3</b>	To profess at least one of the international languages		
<b>KU3</b>	To identify managerial issues and organizational functions at the operational level, as well as take appropriate action based on developed alternatives, by applying entrepreneurial principles rooted in local wisdom		
<b>KU4</b>	To make the right managerial decisions in various types of organizations at the operational level, based on data and information		

	analysis on organizational functions	
<b>KK1</b>	To recognize and observe management problems through empirical studies and modeling using scientific methods based on management science, in various types of organizations	
<b>KK3</b>	To see opportunities quickly and dare to take risks responsibly to provide optimal benefits	
<b>KK4</b>	To think "out of the box" by implementing the values of perfection in accordance with the Islamic treatise by approaching and reasoning to solve problems based on management science	

**4. Learning Materials and Main References**

<b>Learning Materials</b>	<ol style="list-style-type: none"> <li>1. The evolution of HR management and HR information systems (HRIS): the role of information technology</li> <li>2. Concepts and applications of databases in HR information systems</li> <li>3. Systems considerations in HR information system design: planning for implementation</li> <li>4. Analysis of needs for HR information systems</li> <li>5. System design and acquisition</li> <li>6. Change management in the implementation of HR information systems</li> <li>7. HR metrics and cost analysis in HR information system investment</li> <li>8. Administration of human resources and HR information systems</li> <li>9. Talent management and recruitment and selection in an online context</li> <li>10. Training and development: issues and their application to HR information systems</li> <li>11. Performance management, compensation, benefits, payroll, and HR information system</li> <li>12. The concept of international HR information systems and HR management</li> <li>13. Social media, the concept of privacy, and the level of security of HR information systems</li> <li>14. Future HR information systems: trends in HR and information technology</li> </ol>
<b>Main References</b>	Kavanagh, MJ, ed. & Johnson, RD ed. 2014, <i>Human Resource Information Systems: Basics, Applications, and Future Directions</i> , 4th edition, Sage Publications, Thousand Oaks, California.

<b>Date: February 10, 2021</b>	<b>Date: February 04, 2021</b>	<b>Date: February 01, 2021</b>
Approved by the Dean	Examined by the Head of the Study Program	Prepared by:
		
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