Human Resource Information Systems: Basics, Applications, and Future Directions

By Michael J. Kavanagh, Dr. Mohan Thite

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Equipping HR students with critical IT knowledge and IT students with critical application knowledge pertaining to Human Resource Management (HRM)

With the emergence of the Enterprise Resource Planning System that seamlessly integrates various business modules within the information architecture of any business enterprise, Human Resource Information Systems (HRIS) has become a crucial focus for management professionals. This cross-disciplinary book provides a thorough introduction to the field of HRIS, which combines two major management fields that impact the competitive advantage of companies-human resources and information systems.

Unlike other HRIS textbooks that flood students with technical info and jargon, **Human Resource Information Systems: Basics, Applications, and Future Directions** offers a balanced approach in dealing with HR and IT/IS issues by drawing from experts in both areas. Editorial introductions to each section provide the reader with a helpful framework, introducing the links between chapters and highlighting the key learning objectives for each chapter.

Key Features

- Presents a balanced perspective linking HR concepts to technology and demonstrating how HR professionals can apply these practices to their day-to-day functioning
- Provides an organizational system template, offering a holistic picture of different HRIS within an organizational framework to depict how these systems, used in conjunction, can contribute to a firm's success
- Features extensive case studies to gain real-world, problem-solving perspectives
- Supplies opening vignettes to provide a glimpse of real organizational problems, the solutions for which can be found in the key themes of the relevant chapter
- Identifies key Web sites for HRIS that direct students to supplemental material in HRM, IS/IT, and HRIS that will deepen and enhance their learning experiences

Intended Audience

This is an excellent text for advanced undergraduate and graduate courses in Human Resource Management, Human Resource Information Systems, Human Resource Management Systems, Organizational Behavior, Management Information Systems, Information Technology, and Enterprise Resource Planning.

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Kavanagh, Dr. Mohan Thite Bibliography

- Sales Rank: #3167638 in Books
- Brand: Brand: Sage Publications, Inc
- Published on: 2008-12-11
- Original language: English
- Number of items: 1
- Dimensions: 9.25" h x 7.50" w x 1.00" l, 2.15 pounds
- Binding: Hardcover
- 488 pages

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Editorial Review

About the Author

Michael J. Kavanagh is currently Professor Emeritus of Management at the State University of New York at Albany. He also serves on the faculty of the Lorange School of Business Administration, Zurich, Switzerland. He is past editor of *Group & Organization Management* and a fellow of the American Psychological Association, the American Psychological Society, the Society for Industrial and Organizational Psychology, and the Eastern Academy of Management. He has been involved in the HRIS field since 1982. He established the HRIS MBA program at the University at Albany in 1984 and has taught numerous courses in the field of HRIS. In 2006, he received the Award for Career Excellence from the International Association for Human Resource Information Management (IHRIM). He received his PhD in I/O psychology from Iowa State University in 1969.

Mohan Thite is a senior lecturer at Griffith Business School, Griffith University, Brisbane, Australia. He has more than 20 years' experience as an HR professional, both in industry and in academia. He is a fellow of the Australian Human Resource Institute. He has been teaching HRIS for several years. His research interests include strategic HRM in the knowledge economy, HRIS and HRM in multinational corporations from emerging economies. His publications include a book on *Managing People in the New Economy* (Sage, India), a forthcoming coedited book on HRM in call centers and the business process outsourcing industry in India, book chapters, and articles in international journals such as *Work, Employment, and Society, International Journal of HRM*, and *International Journal of Project Management*.

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