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Management Information Systems  
09 Activity 1

The Ultimate HRIS Application

**Using resources such as documents and examples on the Internet, find possible alternatives and applications that you can propose that will combine ALL possible applications for a Tactical Human Resource Information System. Provide short, concise explanations on how each application can be incorporated into the system. Refer to your handout for additional insight and information.**

ANS:

Tactical Human Resource Information Systems:

1. Job Analysis and Design Systems: These systems help create job positions in a company by writing job descriptions, specifying tasks and qualifications, and setting performance standards.
2. Recruiting Systems: These systems assist in finding qualified candidates for job openings, making sure the hiring process follows laws and regulations for equal opportunity.
3. Compensation and Benefit Systems: These systems help HR managers decide on payment plans and benefits for employees based on factors like budget and job descriptions.
4. Employee Training and Development Systems: These systems support employee growth by identifying potential candidates and creating training plans for them.
5. Succession Planning Systems: These systems ensure there are backup options for key positions within the company in case someone leaves or retires.

Strategic Human Resource Information Systems:

1. Workforce Planning Systems: These systems help organizations plan for the future by analyzing data and forecasting their workforce needs, including required skills and quantity.
2. Labor Negotiation Systems: These systems gather data from different sources to help in negotiations between the company and labor unions, considering factors like finances and industry trends.