



Graduate Course Syllabus

OL 667: Human Resource Information Systems

Center: Online

Course Prerequisites

OL 600 and OL 620

Course Description

Information systems and data management are essential components of an effective human resource management plan. This course introduces students to the process for researching information systems technology, conducting needs assessments of the organization, selecting an appropriate HR information system (HRIS), and integrating the system effectively. Additionally, a large focus of the course is on the analysis, use, and protection of data in an HRIS. The goal of this course is to provide the necessary skills for students to effectively research, integrate, and leverage various HR information systems for a variety of purposes in and beyond the course.

Course Outcomes

- Illustrate the interdependency of HR information systems with existing organizational data-collection systems through informative visual maps
- Design gap assessment processes that capture the critical organizational needs and requirements for the implementation of an HR information system
- Evaluate HR information systems for their ability to meet organizational requirements based on needs assessments
- Contrast and compare HR information systems on the basis of organizational financial requirements
- Determine best practices for balancing the need for open access to data and information contained in an HR information system with the importance of protecting proprietary and confidential personal data

Required Materials

Using your learning resources is critical to your success in this course. Please purchase directly through the [SNHU Online Bookstore](#) rather than any other vendor. Purchasing directly from the bookstore ensures that you will obtain the correct materials and that the IT Service Desk, your advisor, and the instructor can provide you with support if you have problems.

Human Resources Information Systems

Johnson, R., Carlson, K., and Kavanaugh, M.

Sage

5th Edition

2021

SKU #: 7269168

Harvard Business Review

The following material is available in the Harvard Business Review area of your course:

- Transforming Human Resources at Novartis: The Human Resources Information System (HRIS)

Student membership to the Society for Human Resource Management (SHRM) is required. Many articles and resources for this course are available to members of SHRM. The cost assigned by SHRM can be found on their website. As a member of SHRM, you will be able gain access to articles and on-going professional development resources, as well as find opportunities to network with other professionals, and gain on-going professional development. If you are considering a career in HR, that the SHRM membership will be useful even beyond this course. Go to <http://www.shrm.org> and choose the Join/Renew option in the top right corner of the page. Be sure to choose the student membership option and use your snhu.edu email address. Here is the link to SHRM:

<https://www.shrm.org/about-shrm/Pages/default.aspx>

Additionally, professional development in Human Resources is available through [Human Resource Credentialing Institute \(HRCI\)](#), [Joe Bersin Academy](#) (Bersin is a thought leader in 21st Century HR), [HR.BRL](#), and [Talent resources](#). SHRM and HRCI are the top credentialing organizations for HR professionals and there are a variety of webinars, blogs and research available for your use.

Diversity, Equity, and Inclusion

As indicated in our core values, SNHU is committed to “embrace diversity where we encourage and respect diverse identities, ideas, and perspectives by honoring difference, amplifying belonging, engaging civilly, and breaking down barriers to bring our mission to life.”

This may or will be reflected in SNHU’s curriculum as we embrace and practice diversity, equity, and inclusion (DEI) to provide the most transformative experience for our students, faculty, and staff. Because topics pertaining to DEI can be sensitive, please remember that embodying and practicing diversity, equity, and inclusion is one of our core values that you will encounter throughout the academic experience. In higher education, we are expected to think and engage critically. Use a growth mindset to embrace the diverse readings, course assignments, and experiences of your peers and faculty.

For more information about DEI at SNHU, please visit our website at the [Office of Diversity and Inclusion](#).

Instructor Availability and Response Time

Your class interaction with the instructor and your classmates will take place on a regular, ongoing basis. Your instructor will be actively engaged within the course throughout the week. You will normally communicate with your instructor in the weekly discussions or the General Questions discussion topic so that your questions and the instructor’s answers benefit the entire class. You should feel free, however, to communicate with your instructor via SNHU email at any time, particularly when you want to discuss something of a personal or sensitive nature. Your instructor will generally provide a response within 24 hours. Instructors will post grades and feedback (as applicable) within seven days of an assignment’s due date, or within seven days of a late submission.

Grade Distribution

| Assignment Category | Number of Graded Items | Point Value per Item | Total Points |
|--------------------------|------------------------|----------------------|-----------------------------------|
| Discussion | 9 | 30 | 270 |
| Case Study | 4 | 100 | 400 |
| Final Project | | | |
| Milestone One | 1 | 50 | 50 |
| Milestone Two | 1 | 50 | 50 |
| Final Project Submission | 1 | 230 | 230 |
| | | | Total Course Points: 1,000 |

This course may also contain practice activities. The purpose of these non-graded activities is to assist you in mastering the learning outcomes in the graded activity items listed above.

University Grading System: Graduate

| Grade | Numerical Equivalent | Points |
|-------|----------------------|--------|
| A | 93–100 | 4.00 |
| A- | 90–92 | 3.67 |
| B+ | 87–89 | 3.33 |
| B | 83–86 | 3.00 |
| B- | 80–82 | 2.67 |
| C+ | 77–79 | 2.33 |
| C | 73–76 | 2.00 |
| F | 0–72 | 0.00 |
| I | Incomplete | |
| IF | Incomplete/Failure * | |
| W | Withdrawn | |

* Please refer to the [policy page](#) for information on the incomplete grade process.

Grading Guides

Specific activity directions, grading guides, posting requirements, and additional deadlines can be found in the Assignment Guidelines and Rubrics section of the course.

Weekly Assignment Schedule

All reading and assignment information can be found within each module of the course. Assignments and discussion posts during the first week of each term are due by 11:59 p.m. Eastern Time. Assignments and discussion posts for the remainder of the term are due by 11:59 p.m. of the student's local time zone.

In addition to the textbook readings that are listed, there may be additional required resources within each module.

| Module | Topics and Assignments |
|--------|---|
| 1 | Human Resource Information Systems: Uses and Terminology 1-1 Discussion: Company Uses of HRIS 1-2 Case Study: Novartis |
| 2 | Project Management: Concepts Related to an HRIS Integration Project <i>Human Resource Information Systems</i> , Chapter 2 2-1 Discussion: Project Management Tools 2-2 Case Study: HRIS Case Study, Part I |
| 3 | Managing an HRIS Project 3-1 Discussion: HRIS Risks and Contingencies 3-2 Case Study: HRIS Case Study, Part II |
| 4 | Financial Implications of HRIS Implementation <i>Human Resources Information Systems</i> , Chapter 4 4-1 Discussion: HRIS Costs 4-2 Final Project Milestone One: Gap Assessment & Visual Map |
| 5 | Privacy and Technology <i>Human Resources Information Systems</i> , Chapter 16 5-1 Discussion: Addressing Potential Security Risks |
| 6 | U.S. Laws and HRIS <i>Human Resources Information Systems</i> , Chapter 6 6-1 Discussion: Privacy Laws 6-2 Final Project Milestone Two: Implementation Cost & Security |
| 7 | The Impact of Globalization on HRIS Integration 7-1 Discussion: Privacy Across Borders 7-2 Case Study: HRIS Case Study, Part III |
| 8 | HRIS in Business Decision Making 8-1 Discussion: HRIS and HR Functions |
| 9 | HRIS Implementation 9-1 Submission: Final Project |
| 10 | Course Reflection 10-1 Discussion: Reflection |

Course Participation

Course participation is required within the first week of the term for all online courses. *Participation* in this context is defined as completing one graded assignment during the first week of the course. Otherwise, students will be administratively removed for nonparticipation. Students who do not participate during the first week may forfeit their rights to be reinstated into the course. Students who stop attending a course after the first week and who do not officially withdraw will receive a grade calculated based on all submitted and missed graded assignments for the course. Missed assignments will earn a grade of zero. See the [course withdrawal policy](#) and the [full attendance policy](#) for further information.

Late Assignments

Students who need extra time may submit assignments (excluding discussion board postings) up to one week after

the assignment due date. Discussion board submissions will not be accepted for credit after the deadline except in extenuating circumstances.

- A penalty of 10 percent of the total value of the assignment will be applied to the grade achieved on the late assignment regardless of the day of the week on which the work is submitted.
- Students who submit assignments more than one week late will receive a grade of zero on the assignment unless they have made prior arrangements with the instructor.

Students must submit all assignments no later than 11:59 p.m. (in their own time zone) on the last day of the term. No assignments are accepted after the last day of the term unless an incomplete has been submitted. See the [incomplete grades policy](#).

There may be times an instructor makes an exception to the late assignment policy. Instructors may accept late work, including discussion board posts, with or without prior arrangement.

- Exceptions to the late policy on these grounds are left to the instructor's discretion, including whether the late penalty is applied or waived. Students should not assume that they will be allowed to submit assignments after the due dates.
- If an instructor finds that they are unable to determine whether an exception to the late policy would be appropriate without documentation, the collection and review of student documentation should be handled through the Dispute Resolution team in order to protect the student's privacy. In these cases, students should file a [Student Concern Dispute form](#) to have the circumstances reviewed.

If a student is experiencing (or knows they will experience) a circumstance, including pregnancy, that is protected under the Americans with Disabilities Act or Title IX, they are encouraged to contact the [Online Accessibility Center \(OAC\)](#) as soon as possible to explore what academic accommodations might be offered. Instructors must honor all deadlines established through the OAC.

Student Handbook

Review the [student handbook](#).

ADA/504 Compliance Statement

Southern New Hampshire University (SNHU) is dedicated to providing equal access to individuals with disabilities in accordance with Section 504 of the Rehabilitation Act of 1973 and with Title III of the Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008.

SNHU prohibits unlawful discrimination on the basis of disability and takes action to prevent such discrimination by providing reasonable accommodations to eligible individuals with disabilities. The university has adopted the [ADA/504 Grievances Policy](#) (version 1.2 effective October 16, 2017), providing for prompt and equitable resolution of complaints regarding any action prohibited by Section 504 or the ADA.

For further information on accessibility support and services, visit the [Disability and Accessibility Services](#) webpage.

Academic Integrity Policy

Southern New Hampshire University requires all students to adhere to high standards of integrity in their academic work. Activities such as plagiarism and cheating are not condoned by the university. Review the [full academic integrity policy](#).

Copyright Policy

Southern New Hampshire University abides by the provisions of United States Copyright Act (Title 17 of the United States Code). Any person who infringes the copyright law is liable. Review the [full copyright policy](#).

Withdrawal Policy

Review the [full withdrawal policy](#).

Southern New Hampshire University Policies

More information about SNHU policies can be found on the [policy page](#).