Human Resource Information Systems



Basics, Applications, and Future Directions, Second Edition

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Human Resource Information Systems was the first textbook to provide a thorough introduction to the field of HRIS, combining two major management fields that impact the competitive advantage of companies - human resources and information systems. This thoroughly-updated **Second Edition** provides students with a survey of current knowledge and practice in IT, HRM, and HRIS.

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FEATURES/NEW TO THIS EDITION

New to the Second Edition

- •Includes a new Chapter 6 on HR Metrics and Workforce Analytics, showing students how HRIS can provide accurate and timely information for managerial decisions, both strategic and operational
- •Reworks the chapter on Job Analysis and HR Planning into a new Chapter 11 on Talent Management, reflecting today's change of emphasis, particularly during the current economic climate
- •Provides a new HRIS in Action feature, extending the short vignettes from the first edition into substantive scenarios that introduce the chapter content
- •Adds new cases to a number of chapters, with expanded discussion questions to help students engage with the material Key Features
- •Links HR concepts to technology and demonstrates how HR professionals can apply these practices to their day-to-day functions
- •Includes an organizational system template, offering a holistic picture of different HRIS to show how these systems, used in conjunction, can contribute to a firm's success
- •Provides a consistent chapter structure across all chapters, aiding student learning and assisting faculty in identifying the important content of each chapter