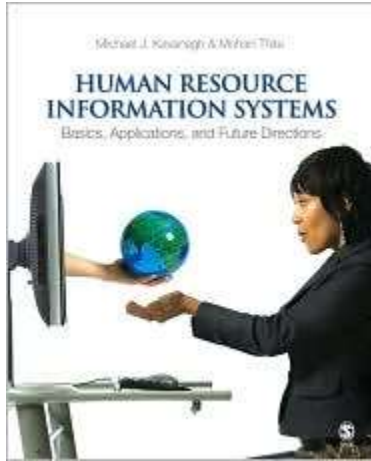


Book Summary



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

by Michael Kavanagh and Mohan Thite (Eds.)

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Text Paperback: 488 pp.

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Publishers Description:

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
- Devotes six chapters to applications within specific HRM functional areas
- Identifies key Web sites for HRIS that direct students to supplemental material