



UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Human Resources Management Information Systems

Academic Year 2024/2025

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

Human Resources Management Information Systems (11316)

5. Scientific Area

6. Curricular Year

2nd

7. Type of Curricular Unit / Semester

2nd Semester



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8. Class type and workload (work time)

Theoretical classes:

Practical classes:

Theoretical-Practical Classes 30,00

Tutorial Guidance: 20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Prof. Doutor NUNO SOTERO ALVES DA SILVA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

This course aims to prepare students, from a theoretical and practical point of view, for using Information and Communication Technologies as a tool for Human Resources Management.

15. Specific Objectives

Provide the basic concepts about IS, inserted in the framework of the T. of Communication, the T. of Information and the Theories and Practices of Management. Ensure the understanding of the theoretical bases and their practical application for exercising the Technician or Human Resources Manager function. To make known the existing software in the market, the methodology of building an IS, and the acquisition and implementation of support software. To make known the measurement systems in the H

16. Skills to be acquired

To enable students to participate in the design, implementation and operation of an Information System for Human Resource Management or to manage a project of this type. Prepare students for using Information and Communication Technologies in the present and the future. Prepare them for the definition of systems for measuring collective performance in the HR area and their insertion in the global measurement system of organizations.

17. Teaching Methodology

A combination of methodologies is applied: explanation and debate of the theoretical bases on Information Systems and their management applications, complementing these bases with the demonstration and discussion of practical cases of systems used in actual companies.



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18. Course Unit Program

1. The Human Resource Management function, the Strategy of Organizations and Information Systems
2. Introduction to Information Systems.
Information in Organizations. Data, Information, Knowledge, Decision, Action. Information as a Resource. The value of Information. Characteristics of an Information System.
Requirements of an Information System. Data Requirements. Databases. The role of Information Systems.
3. Formal and informal information
4. Elements/Functionalities/Modules of a SIGRH. Interconnections with the other Information Sub-systems of the Organization.
5. Management of Information Systems
Information Systems Planning - Strategic analysis; Strategic definition; Strategic Implementation. Development of Information Systems - Systems Analysis; Systems Design; Systems Construction; Systems Implementation; Systems Maintenance. Exploration of Information Systems - System Operation; Information Technology Administration; Management of Human Resources Problems; Special projects. Quality of Information Systems. Human and Organizational Involvement in the Management of Information Systems. Factors of success and failure of the IS.
6. Information, Measurement and Management. Management indicators at various levels.
Employee Relationship Management, Balanced Scorecard and HR Scorecard.
7. Information Systems and Human Resources Planning. HR Plan and Budget.
8. Information Systems and Information and Communication Technologies (ICT). IT Solutions for SIGRH existing in the Portuguese market
9. Process of Acquisition and Implementation of Components of an Information System. Preparation of a Specifications. Competition. Project Team. Project Management. Project Implementation. Care to be taken.
10. Basics of Information Systems Project Management.
11. External consulting in IS. Insourcing and Outsourcing
12. Information Systems Security Issues
13. Legal and ethical aspects of Information Systems
14. Information Society, Knowledge Society and Business Management in the Century XXI.

19. Assessment Methods

During the semester, students will be assessed under the assessment regulation. The evaluation qualifies the work developed in the different activities carried out. It combines written tests of an individual theoretical-practical nature (weight 3 ~54.55%) and optional group or personal practical work (weight 2.5 ~45.45%).

20. Didactic Resources

Documents and audiovisual media will be used, with the exploitation of new technologies, multimedia and the development of interactive presentations, namely:
Specific books, and digital formats of documents published by organizations;
Digital presentation (PowerPoint); Themes and online research links.



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21. Sustainability Objectives

The sustainable development goals of the 2030 Agenda (United Nations) are met concerning the quality of education and scientific and technological capacities strengthened for more sustainable production and consumption patterns.

22. Keywords

Human resources
Data
Information
Systems



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23. Main Bibliography

Author(s): Kavanagh, Michael J., e Johnson, Richard D.
Title: Human Resource Information Systems: Basics, Applications, and Future Directions
Edition: 4^a Year: 2017
Local: Los Angeles
Publisher: SAGE Publications

Author(s): Laudon, Kenneth C., e Laudon, Jane P.
Title: Management Information Systems: Managing the Digital Firm
Edition: 16^a Year: 2019
Local: New York
Publisher: Pearson

Author(s): Bancaleiro, José
Title: Scorecard de Capital Humano
Edition: 1^a Year: 2006
Local: Lisboa
Publisher: Editora RH

24. Complementary Bibliography

Author(s): Becker, B., Huselid, M. e Ulrich, D.
Title: The HR Scorecard
Edition: 1^a Year: 2001
Local: Boston, MA
Publisher: Harvard Business School Press.

Author(s): Leatherbarrow, Charles, e Fletcher, Janet
Title: Introduction to Human Resource Management: A Guide to HR in Practice
Edition: 4^a Year: 2018
Local: New York
Publisher: CIPD - Kogan Page



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Ficha técnica MIP / MIP Datasheet	
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Autor / Author	Prof. Doutor NUNO SOTERO ALVES DA SILVA
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