UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
Human Resources Management Information Systems

Academic Year 2026/2027

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

1st 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 JOÃO MIGUEL PINHEIRO LOPES DA SILVA FERREIRA

12. Assistants

Prof. Doutor NUNO SOTERO ALVES DA SILVA

13. Teaching Language

Portuguese

14. General Objectives

This course unit aims to prepare students, from both a theoretical and practical perspective, to use Information and Communication Technologies as a tool for Human Resource Management.

15. Specific Objectives

To develop basic knowledge of Information Systems, their application in Management and Information and Communication Technologies, and their use in Human Resources, including software, implementation methodologies and measurement systems.

16. Skills to be acquired

To equip students to participate in the design, implementation and operation of Information Systems for Human Resources Management, using Information and Communication Technologies and developing systems to measure collective performance as part of the organisation?s overall management system.

17. Teaching Methodology

A combination of teaching and learning methods is employed, including lectures and discussions on the theoretical foundations of Information Systems and their applications in management. These are complemented by demonstrations and critical discussions of practical case studies involving information systems used in real organisations.

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18. Course Unit Program

1. The Human Resource Management function, organisational strategy and Information Systems.
2. Introduction to Information Systems. Information in organisations: data, information, knowledge, decision-making and action. Information as a strategic resource. The value of information. Characteristics and requirements of an Information System. Data and database requirements. The role of Information Systems in supporting organisational decision-making.
3. Formal and informal information in organisational processes and internal communication.
4. Human Resource Management Information Systems (HRMIS): components, functionalities and modules. Integration with other organisational systems (ERP, financial and operational systems).
5. Information Systems Management: Strategic planning of Information Systems: strategic analysis, strategy formulation and strategy implementation. Information Systems development, analysis, design, development, implementation and maintenance. Information Systems operation, system operation, digital technology administration, Human Resources management and special projects. Information Systems quality. Human and organisational aspects of Information Systems management. Critical success and failure factors.
6. Information, measurement and management control in Human Resource Management: Performance indicators at different organisational levels. People Analytics and data-driven decision-making. Dashboards and information visualisation. Balanced Scorecard, HR Scorecard and Employee Relationship Management.
7. Information Systems and Human Resource Planning: Strategic workforce planning and Human Resource planning. Human Resource budgeting.
8. Information Systems and Information and Communication Technologies (ICT) applied to HRMIS: Digital platforms, cloud-based solutions and Software as a Service (SaaS). Integration between applications. Information system solutions available in the Portuguese market.
9. The acquisition and implementation process for Information Systems: Preparation of system specifications (requirements specification). Procurement and tendering procedures. Formation of the project team. Project management and implementation. Organisational change management and internal communication. Key implementation considerations.
10. Fundamentals of Information Systems project management.
11. External consultancy in Information Systems: Insourcing and outsourcing.
12. Information security in the Human Resources context: Cybersecurity, social engineering, access control and risk management.
13. Legal and ethical aspects of Information Systems: Personal data protection and the General Data Protection Regulation (GDPR). Responsible use of Artificial Intelligence. Corporate social responsibility and organisational ethics.
14. Digital transformation, hybrid working, the knowledge society and business management in the twenty-first century.

19. Assessment Methods

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Throughout the semester, students will be assessed in accordance with the regulations governing the assessment of knowledge and skills currently in force. Continuous assessment shall include mandatory oral contributions distributed throughout the teaching period and a final written examination, and may also include an intermediate written test, as set out in the respective Continuous Assessment Plan.

20. Didactic Resources

Documents and audiovisual resources will be used, including new technologies, multimedia resources and interactive presentations, namely specialised books, digital documents and PowerPoint presentations. The following equipment and software will also be used: computer, video projector, interactive whiteboard, Microsoft Excel, HRM-specific software and research links.

21. Sustainability Objectives

This course unit contributes to the following United Nations Sustainable Development Goals (SDGs): SDG 4 - Quality Education: Develop technical and analytical skills in information systems applied to Human Resources Management.SDG 5 - Gender Equality: Use information systems and People Analytics to identify and reduce gender inequalities within organisations. SDG 9 - Industry, Innovation and Infrastructure: Apply innovative digital tools to the design and management of HR information systems.

22. Keywords

Human Resources
Data
Information
Systems

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23. Main Bibliography

Author(s):	Johnson, Richard D., Carlson, Kevin D., e Kavanagh, Michael J.		
Title:	Human Resource Information Systems: Basics, Applications, and Future Directions		
Edition:	5ª	Year:	2020
Local:	Los Angeles		
Publisher:	SAGE Publications		
ISBN Code:	1544396740		

Author(s):	Laudon, Kenneth C., e Laudon, Jane P		
Title:	Management Information Systems: Managing the Digital Firm - Global Edition		
Edition:	17ª	Year:	2021
Local:	New York		
Publisher:	Pearson		
ISBN Code:	9781292403281		

Author(s):	Leatherbarrow, Charles, e Fletcher, Janet		
Title:	Introduction to Human Resource Management: A Guide to HR in Practice		
Edition:	4ª	Year:	2018
Local:	New York		
Publisher:	CIPD - Kogan Page		
ISBN Code:	978-0-749-48368-5		

24. Complementary Bibliography

Author(s):	Bancaleiro, José		
Title:	Scorecard de Capital Humano		
Edition:	1ª	Year:	2006
Local:	Lisboa		
Publisher:	Editora RH		
ISBN Code:	978-972-8871-07-2		

Author(s):	Rascão, José		
Title:	Sistemas de Informação para as Organizações		
Edition:	2ª	Year:	2004
Local:	Lisboa		
Publisher:	Editora Sílabo		

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Autor / Author	Prof. Doutor JOÃO MIGUEL PINHEIRO LOPES DA SILVA FERREIRA
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