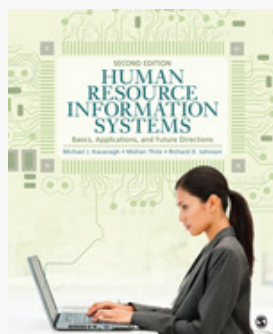


Human Resource Information Systems

Basics, Applications, and Future Directions, *Second Edition*



648 Pages

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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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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
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