HUMAN RESOURCES AND TRAINING | HRT-056

Human Resources Information Systems (HRIS)

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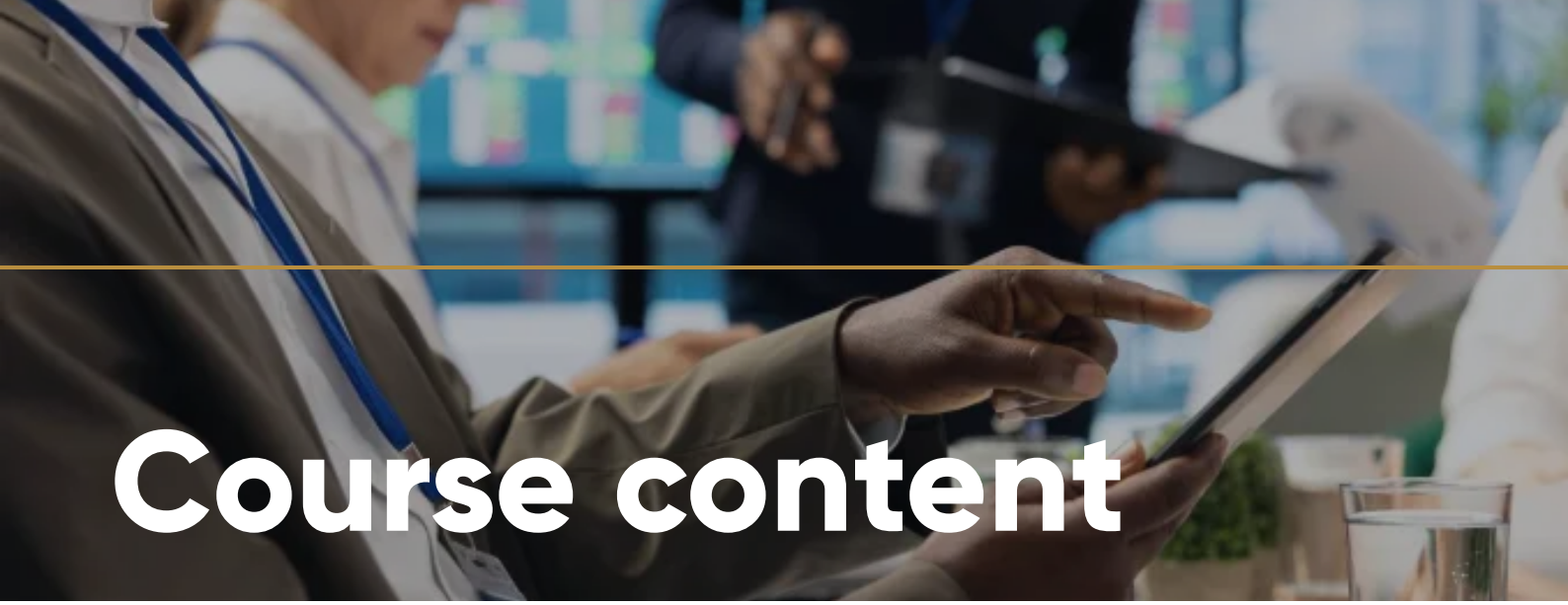


Course content

Why Attend

Why Attend Human Resources Information Systems (HRIS) have become essential for improving HR efficiency, enhancing employee experience, and supporting data-driven decisions. Modern organizations rely on HRIS to manage employee records, payroll, reporting, workforce planning, and digital HR services. This course provides participants with practical knowledge to understand HRIS functions, support successful implementation, optimize system performance, and prepare for future HR technologies.

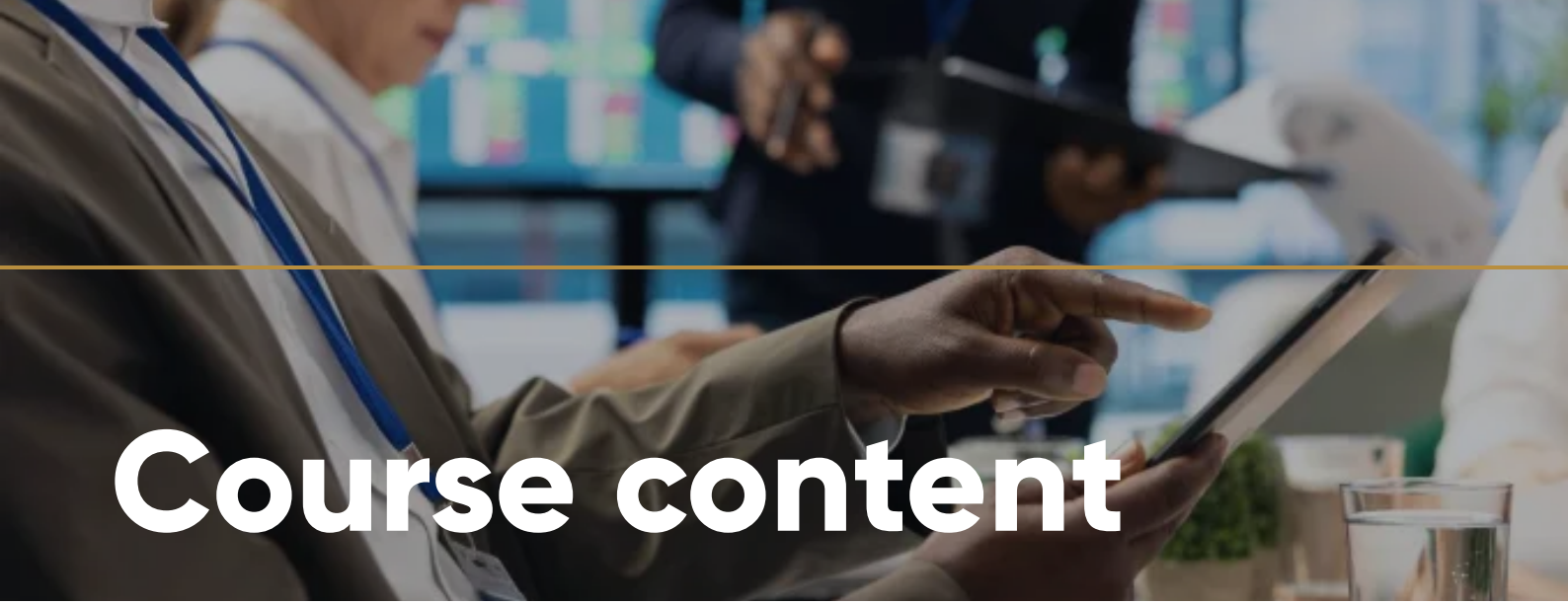
Course Methodology This course uses an interactive and practical approach through presentations, case studies, group discussions, system demonstrations, workshops, analytics exercises, and real workplace examples.

Course Objectives

- Understand the purpose and value of HRIS in modern organizations
- Compare HRIS with traditional HR administration methods
- Use HRIS data for reporting and decision-making
- Support successful HRIS implementation projects
- Improve user adoption and change management
- Strengthen data security and governance practices
- Explore HRIS integration with business systems
- Prepare for future trends including AI and automation

Target Audience

- HR Professionals
- HR Managers
- HR Operations Staff
- HR Analysts



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Target Audience

- Digital Transformation Teams
- IT Staff supporting HR systems
- Anyone involved in HR technology and systems management

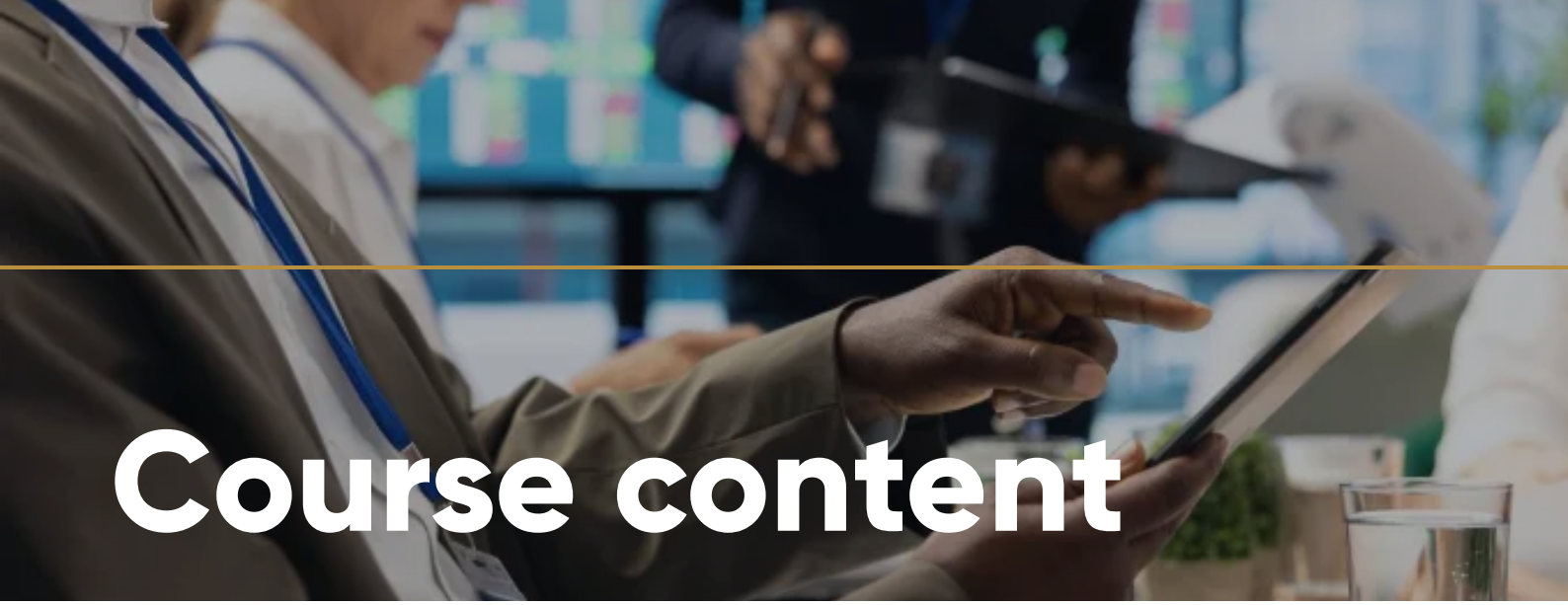
Target Competencies

- HRIS Management
- HR Analytics
- Change Management
- Data Governance
- Process Improvement
- Technology Adoption
- Strategic HR Planning
- Reporting Skills

Course outline

Day 1: Foundations of Human Resources Information Systems

- HRIS concept, purpose, and development over time
- Importance of HRIS in modern business environments
- Differences between HRIS and traditional HR processes
- Core HRIS modules and functionalities
- Employee data management systems
- Payroll, benefits, and attendance management
- Examples of HRIS applications across HR functions



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Day 2: Strategic HRIS and Workforce Data Analysis

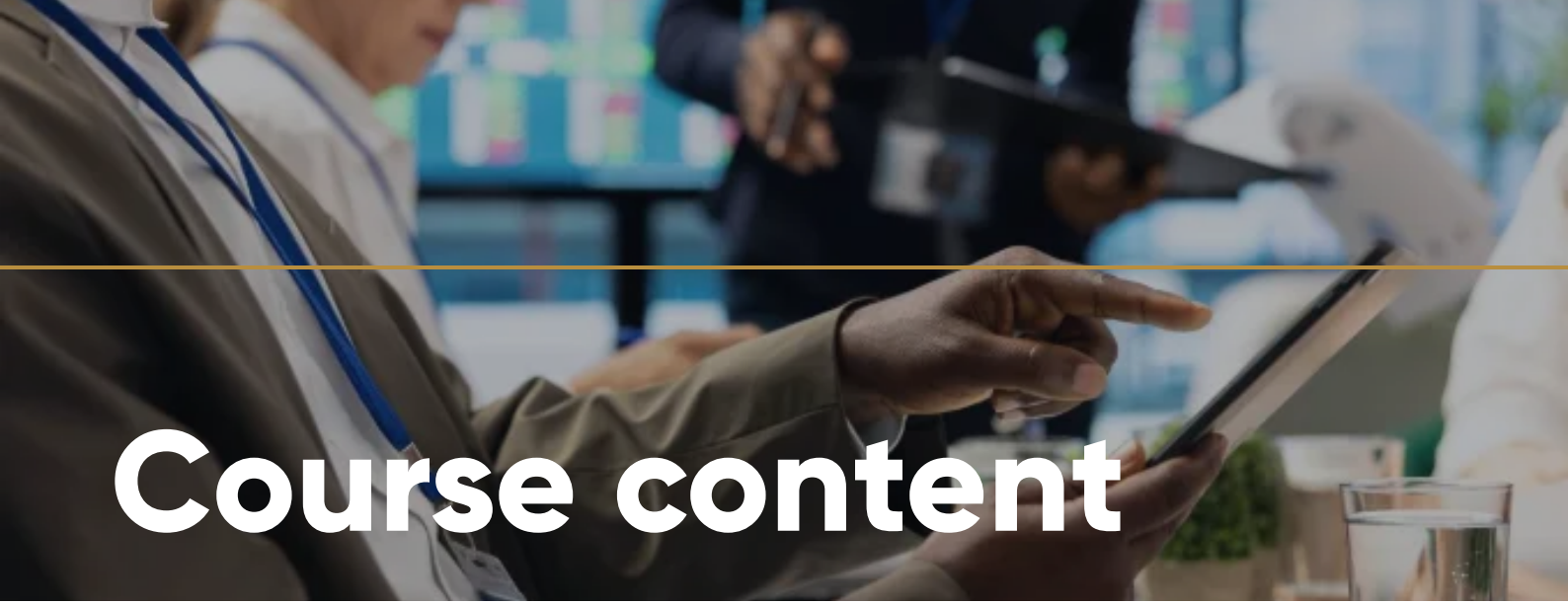
- Aligning HRIS capabilities with organizational goals
- Strategic use of HR data in workforce planning
- Building HR reports and management dashboards
- Tools for analyzing workforce data
- Interpreting data for better business decisions
- Turning HR insights into action plans

Day 3: Implementation and Change Management

- Pre-implementation analysis and readiness reviews
- Needs assessment and requirement gathering
- Stakeholder engagement during implementation
- Project planning timelines and milestones
- Managing risks during HRIS deployment
- Overcoming resistance to change through communication
- Ethics, trust, and responsible use of HR data

Day 4: System Optimisation and Integration

- Data security and access control practices
- User training and support frameworks
- Measuring HRIS performance and effectiveness
- Continuous improvement of HRIS processes
- Integrating HRIS with ERP and CRM systems
- AI applications that enhance HRIS value



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Day 5: Future Trends and AI for Professional Growth

- Impact of AI, machine learning, and automation on HRIS
- Future trends in predictive and people analytics
- Preparing HR teams for future digital capabilities
- AI tools for professional productivity and growth
- Building a roadmap for HR technology success
- Final Q&A and course review

Seminar dates

Available seminar dates

Live dates and pricing for Human Resources Information Systems (HRIS) generated from the course details page.

Date	Location	Format	Fee
9 - 13 November 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
16 - 20 November 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
7 - 11 December 2026	London - U.K	Classroom	**€3,080.-**
14 - 18 December 2026	Barcelona - Spain	Classroom	**€3,400.-**
21 - 25 December 2026	London - U.K	Classroom	**€3,080.-**
4 - 8 January 2027	Barcelona - Spain	Classroom	**€3,080.-**
1 - 5 February 2027	Istanbul - Turkey	Classroom	**€2,280.-**
1 - 5 March 2027	Frankfurt - Germany	Classroom	**€2,600.-**
5 - 9 April 2027	London - U.K	Classroom	**€3,360.-**
3 - 7 May 2027	Munich - Germany	Classroom	**€3,400.-**
7 - 11 June 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
5 - 9 July 2027	London - U.K	Classroom	**€3,360.-**
2 - 6 August 2027	Istanbul - Turkey	Classroom	**€2,280.-**
6 - 10 September 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
4 - 8 October 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
1 - 5 November 2027	Geneva - Switzerland	Classroom	**€4,200.-**
6 - 10 December 2027	Kuala lumpur - Malaysia	Classroom	**€1,800.-**