informatech

HUMAN RESOURCES AND TRAINING | HRT-056

# Human Resources Information Systems (HRIS)

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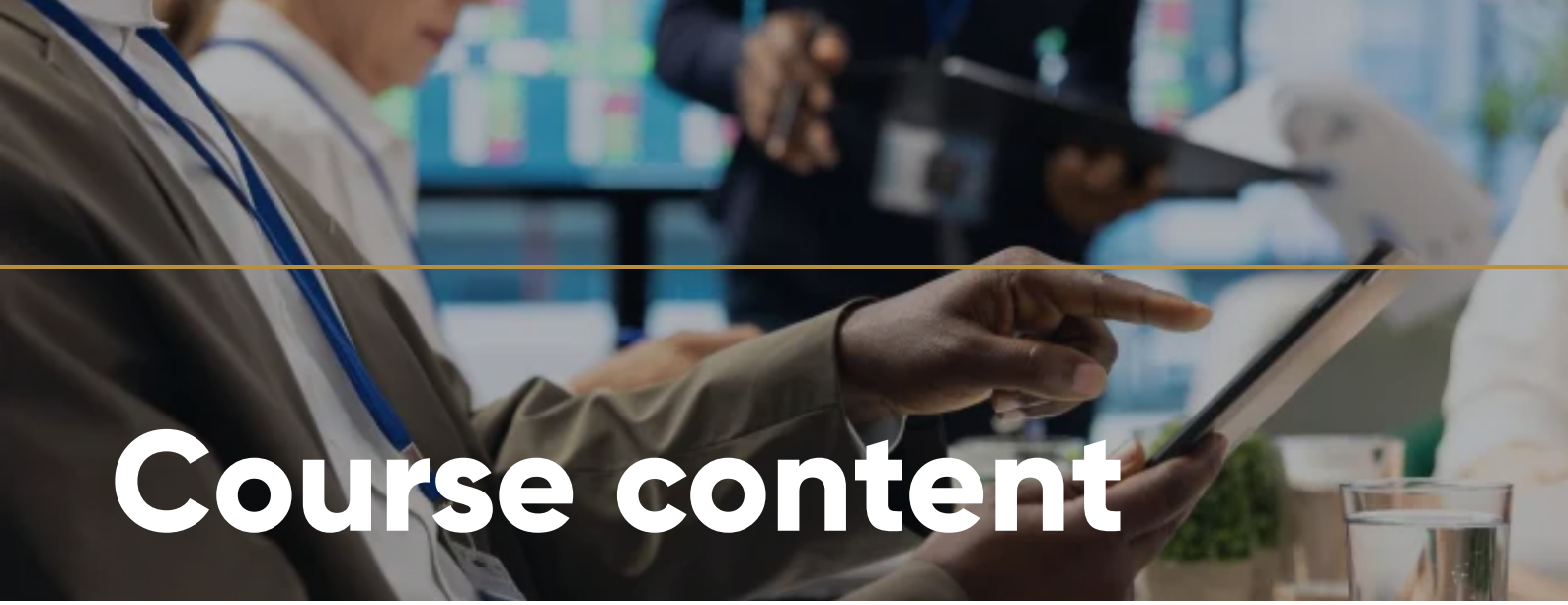


# Course content

## 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.

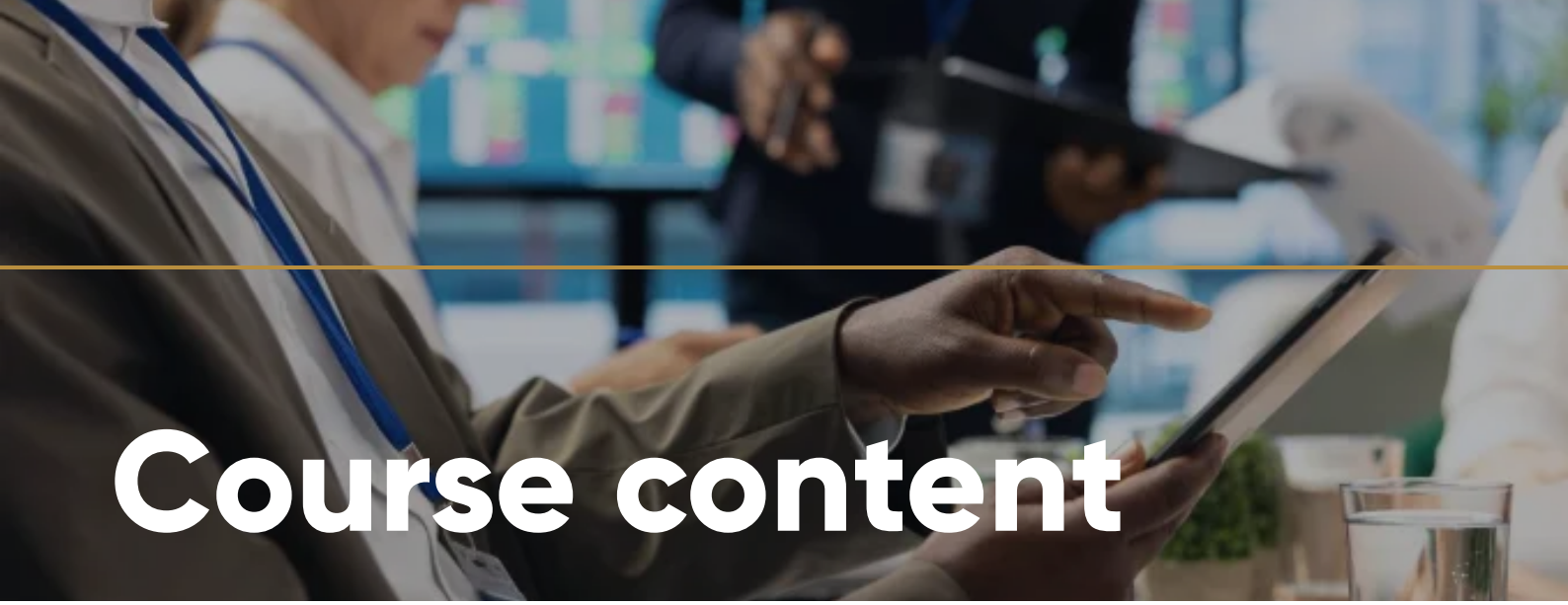
Course Methodology This course uses an interactive and practical approach through presentations, case studies, group discussions, system demonstrations, workshops, analytics exercises, and real workplace examples.

## 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

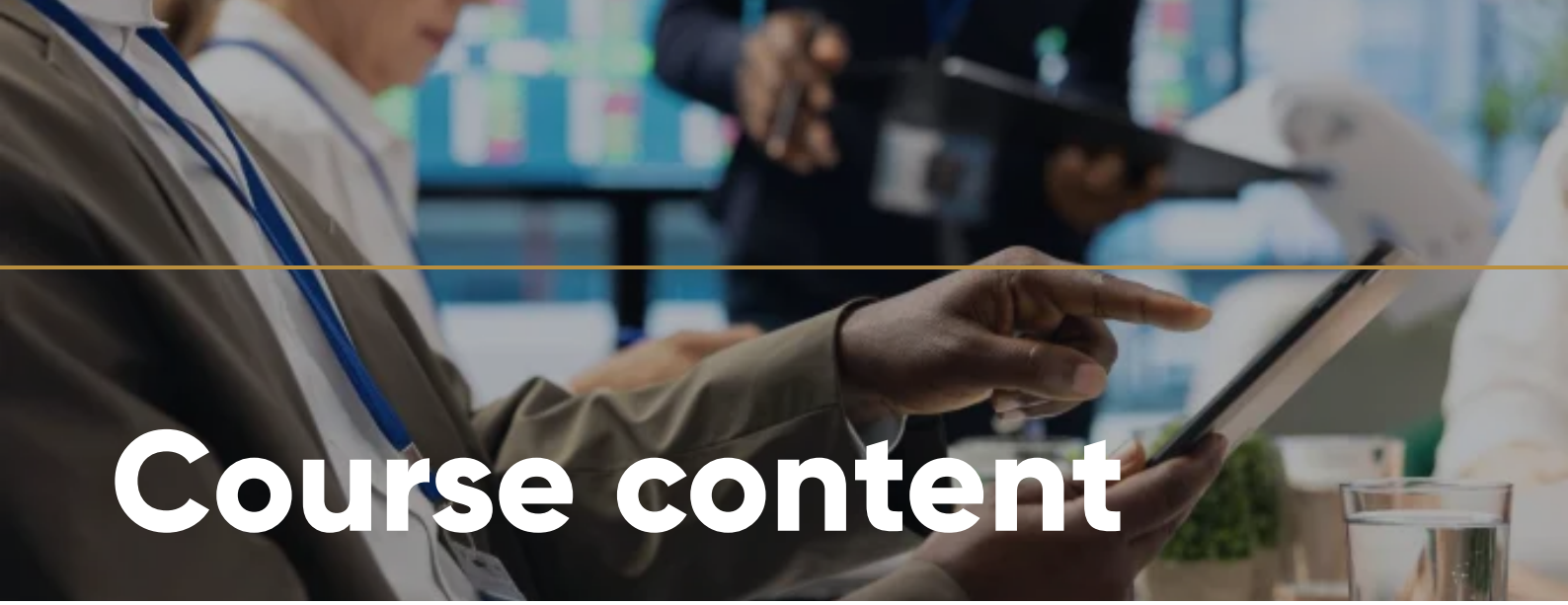
## Target Competencies

- 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

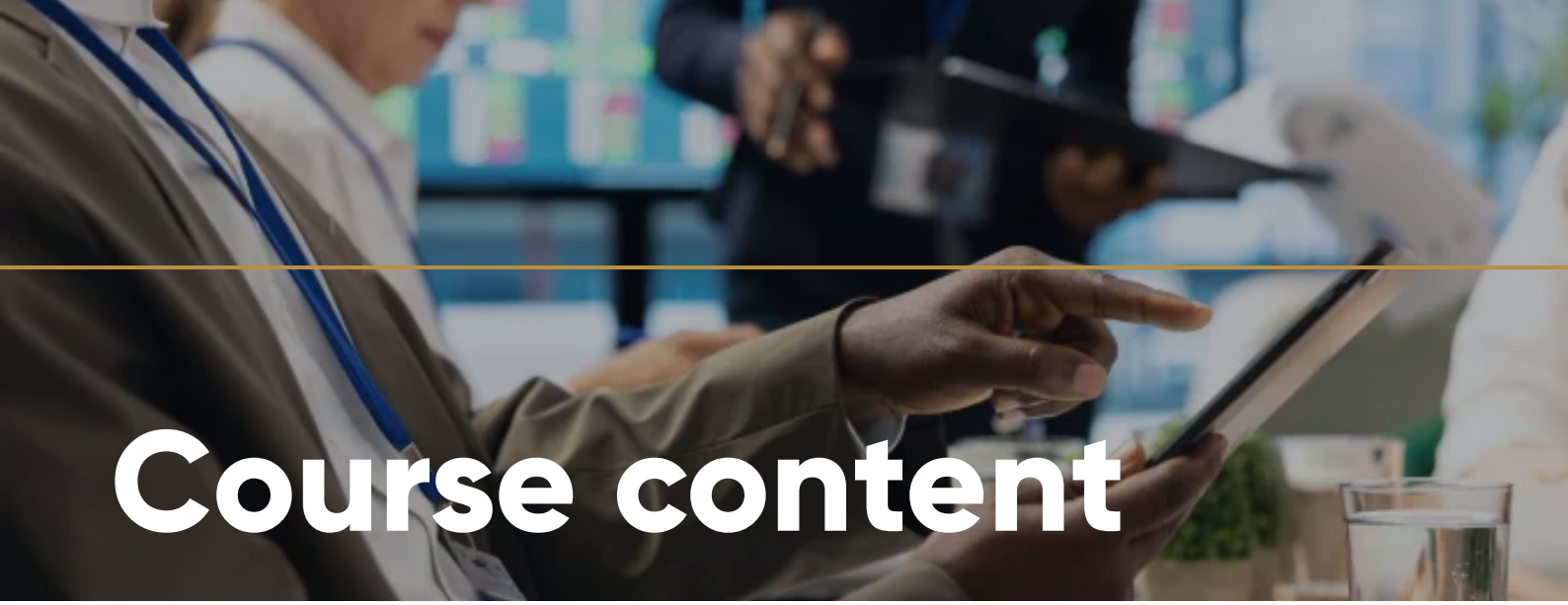
- Aligning HRIS capabilities with organizational goals
- Strategic use of HR data in workforce planning
- Building HR reports and management dashboards
- Tools for analyzing workforce data
- Interpreting data for better business decisions
- Turning HR insights into action plans

### 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 |
|---|---|---|---|
| 6 - 10 July 2026 | London - U.K | Classroom | **€3,850.-** |
| 20 - 24 July 2026 | Munich - Germany | Classroom | **€4,250.-** |
| 3 - 7 August 2026 | Amsterdam - Netherlands | Classroom | **€4,200.-** |
| 10 - 14 August 2026 | London - U.K | Classroom | **€4,250.-** |
| 7 - 11 September 2026 | Istanbul - Turkey | Classroom | **€3,850.-** |
| 14 - 18 September 2026 | Kuala lumpur - Malaysia | Classroom | **€2,250.-** |
| 5 - 9 October 2026 | Amsterdam - Netherlands | Classroom | **€4,200.-** |
| 12 - 16 October 2026 | London - U.K | Classroom | **€4,250.-** |
| 9 - 13 November 2026 | Kuala lumpur - Malaysia | Classroom | **€2,250.-** |
| 16 - 20 November 2026 | Amsterdam - Netherlands | Classroom | **€4,250.-** |
| 7 - 11 December 2026 | London - U.K | Classroom | **€3,850.-** |
| 14 - 18 December 2026 | Barcelona - Spain | Classroom | **€4,250.-** |
| 21 - 25 December 2026 | London - U.K | Classroom | **€3,850.-** |

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|---|---|
| **Live online option** | Online delivery is available at €1,850.-. |