Module Specification

HR Information Systems

Version: 2026-27, v1.0, 29 Jul 2024

Contents

Part 1: Information

Module title: HR Information Systems

Module code: UMPDYR-30-2

Level: Level 5

For implementation from: 2026-27

UWE credit rating: 30

ECTS credit rating: 15

College: College of Business and Law

School: CBL Bristol Business School

Partner institutions: None

Field: Human Resource Management

Module type: Module

Pre-requisites: None

Excluded combinations: None

Co-requisites: None

Continuing professional development: No

Professional, statutory or regulatory body requirements: None

Part 2: Description

Overview: A module exploring the use of HRIS to manage employees and the employment journey with a particular focus on their role in managing performance.

Features: Not applicable

Educational aims: This module will provide students with an in-depth understanding of Human Resource Management systems and technology. Students will explore the different types of HR systems used in organisations, the importance of HR systems

in improving organisational efficiency and effectiveness, and the challenges and benefits of implementing HR systems.

This module will provide students with an introduction to theoretical frameworks which examine the link between HRM and performance. In particular it will focus on the use of effective data and people metrics to monitor and deliver performance.

Outline syllabus: The module will include (but is not limited to):

Introduction to HR Systems:

Overview of HR systems and their role in HRM

Evolution of HR systems and technology in HRM

The Strategic Role of HR Systems:

Strategic alignment of HR systems with organizational goals

The impact of HR systems on organizational performance

Performance management systems (including induction, performance reviews, feedback and support)

Types of HR Systems:

Core HR systems

Talent management systems

Learning management systems

The role of predictive, descriptive and prescriptive analytics.

Human capital analytics: HR Systems and Data Analytics:

The use of HR systems for data collection and analysis

How HR systems can improve decision-making and strategic planning

Rewarding performance

Employee engagement

 Implementing HR Systems:

Challenges and benefits of implementing HR systems

Factors to consider when selecting and implementing HR systems

Employee Self-Service Systems:

The benefits and challenges of employee self-service systems

How self-service systems can empower employees and improve efficiency

Handling under-performance

Part 3: Teaching and learning methods

Teaching and learning methods: Student contact time will be in the form of a one hour lecture and two hour seminar per week, with and additional hour for assessment support.

Lectures: these provide a conceptual overview, focussing on key theories and models and on their application and exploring key elements of legislation and it application

Seminars: active and participative learning approaches are used in seminars to explore key concepts, theories and approaches covered in lectures and to examine how to apply these in context.
Approaches include: case studies both real world and simulated; Use of video and TV documentary analysis; Student reflections and experiences; Role play

Block teaching will also be used at points during the semester to allow students time to develop hands on knowledge of HRIS systems, their uses and limitations.

Preparation for assessments take place across all types of contact.
The lecture provides pre-released material which identifies core themes and connections between readings, students are guided through this in the lectures and provided opportunities for summaries in the workshops.

The flexible events time will support the skills required to prepare as well - focusing on methods for using essential resources from the reading list, and own searches, for both academic writing and research.

Participation will occur within all non-lecture sessions. The focus will be on discussion between approaches, the application of approaches, and using summaries to confirm understanding in a way that reflects students' current understandings and questions.

Practice will occur in all non-lecture sessions. This will involve activities that emphasise and provide opportunities to attempt the specific skills and areas of research tested in the assignment.

Module Learning outcomes: On successful completion of this module students will achieve the following learning outcomes.

MO1 Demonstrate a critical understanding of how HRIS systems and HR data can enable effective delivery of organisational strategy

MO2 Critically analyse how people performance is measured

MO3 Evaluate how HRIS systems impact on behaviour, culture, systems, and structures

MO4 Identify effective ways in which data can be used and presented to resolve people issues

Hours to be allocated: 300

Contact hours:

Independent study/self-guided study = 228 hours

Face-to-face learning = 72 hours

Total = 0

Reading list: The reading list for this module can be accessed at readinglists.uwe.ac.uk via the following link

Part 4: Assessment

Assessment strategy: Students will be required to undertake two tasks designed to show an understanding of both the practicalities of making HRIS to assess and improve performance

Task 1: Students will prepare and deliver a 5 minute individual recorded pitch with visual content proposing and promoting a new HRIS system. This is designed to assess student practical understanding and ability to align HRIS with an organisations strategic aim and key characteristics.

Task 2 students will prepare a comparative report Individual report of 2,500 words critically evaluating two HRIS systems and their utility.

Assessment is designed to build in the student's individual experience in relation to the syllabus and supporting them in submitting an authentic assessment in line with university assessment policies. The overarching aim is to ensure it is the student's original work that is being submitted.

Assessment tasks:

Presentation (First Sit)
Description: Students will prepare and deliver a 5 minute individual recorded pitch with visual content proposing and promoting a new HRIS system.
Weighting: 40 %
Final assessment: No
Group work: No
Learning outcomes tested: MO1, MO2

Report (First Sit)
Description: Analytic report - 2500 words
Weighting: 60 %
Final assessment: Yes
Group work: No
Learning outcomes tested: MO1, MO3, MO4

Presentation (Resit)

Description: Students will prepare and deliver a 5 minute individual recorded pitch with visual content proposing and promoting a new HRIS system.

Weighting: 40 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO2

Report (Resit)

Description: Analytic report - 2500 words

Weighting: 60 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO3, MO4

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management {Foundation} [Frenchay] BA (Hons) 2024-25

Business and Human Resource Management [Villa] BA (Hons) 2025-26

Business and Human Resource Management [Frenchay] BA (Hons) 2025-26