



# Practical Guide to Human Resource Information Systems

*By Satish M. Badgi*

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**Practical Guide to Human Resource Information Systems** By Satish M. Badgi

Practical Guide to Human Resource Information Systems (HRIS) is a comprehensive presentation on global HRIS implementations and the associated challenges faced in such global projects. It begins with the basic HR and IT concepts and guides the readers through the complete life cycle of HRIS applications, spanning from planning to execution. Both HR and IT play an equal role in the development of HRIS applications. This book will help students from both HR and IT streams in assimilating the intricacies of implementation of HRIS projects. HR is one of the most popular ERP product implementation topics in today business world. Its implementation needs a practical discussion using examples from real world. The examples, the case study and discussions in the book follow an international approach rather than discussing only a single country HRIS implementations. A real life case study that flows through various chapters of the book brings out challenges in the implementation of HR specific projects. In today's global economy, HR is changing fast and dives into areas such as strategy outsourcing, mergers and acquisitions (M&A). This book covers all these areas and other topics that are relevant to today HR world, providing more value to the readers. It provides illustrations to assist readers in visualizing the topics discussed and in developing a sound understanding of the integration and data aspects of HRIS systems. This book will be useful as a text for a course in HRIS wherever prescribed for the MBA (HR) and MBA (IT) students. The book encourages self directed study and thought process, based on references provided at the end of each chapter, and hence will also be useful to consultants, HR professionals, and IT professionals working with HR departments.

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### **About the Author**

Satish M. Badgi obtained his master's degree in engineering from Indian Institute of Science Bangalore in the year 1983. During his early years of career, he worked with some major Indian IT and consulting companies as a systems analyst and systems integration manager. For the past 16 years, he is engaged in implementing HRIS and ERPHR systems in the USA as well as other geographies in the world. His implementations of HR/Payroll cover many industries, such as manufacturing, public sector, utilities, and finance. In addition, he has conducted training courses for customers in the HR and payroll area, and is a regular writer in some of the HR/ERP journals. He has authored books in topics on Payroll and Benefits. He currently works for a global Management and IT consulting company where he continues to play a global role in HRIT domain.

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