A Study of Human Resource Information System

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Abstract: *This paper aims at setting an agenda for HRIS research from an integrative perspective. This perspective assumes that organization and information systems cannot be separated. By first elaborating on this integrated perspective in terms of a web of causes and consequences of the implementation of ICT in organizations, a list of new organizational phenomena is presented. Subsequently, research on HRISs up to date is summarized, resulting in the observation that HRIS research needs to be broadened and deepened. In section three, we combine the list of emerging phenomena with how HRISs are being implemented and used in mainly large global companies. We raise a number of critical questions for HRIS research per each emerging phenomena and suggest a number of appropriate research topics..*

Keywords: Human resources, management, information systems, training process, industrial, human resources information systems

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