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## Nota di contenuto

Chapter 1: Introduction -- Chapter 2: The History and Evolution of HRIS -- Chapter 3: Existing Research on HRIS in Public Organizations -- Chapter 4: The Architecture of HRIS -- Chapter 5: Public and Non-Profit Organizations versus Private Industry Needs -- Chapter 6: Application of HRIS in public organizations -- Chapter 7: The Theory of how HRIS Should Work -- Chapter 8: The functional areas utilizing HRIS in a public organization -- Chapter 9: Obstacles for Public Organizations using HRIS -- Chapter 10: The Costs of HRIS and Dangers of Migration of HRIS data -- Chapter 11: Higher Education Specific HR Issues -- Chapter 12: Conclusion - What have we learned -- Index.

## Sommario/riassunto

This book provides an introduction to Human Resource Information Systems (HRIS) for those in the public administration field. At the intersection between human resource management and information technology, HRIS is often the key to having and maintaining the personnel data that is essential for hiring and recruitment, strategic planning and analysis, and legal requirements in most public organizations. This book describes what an HRIS system is, what the functionality of such a system should be, and outlines the practical aspects of an HRIS. It also compares the different aspects of human resources in public organizations, non-profit organizations, and private corporations, and how differences across organizations may influence the functionality requirements of the HRIS. Finally, the volume contains both an organizational theory component, which frames how an HRIS interacts with an organization both from a functional standpoint and a reporting standpoint. The book includes a practical component, which includes real-world case studies that illustrate the advantages and pitfalls to implementing an HRIS enterprise system. Providing a thorough introduction to HRIS for both academics and practitioners, this volume is appropriate for researchers, graduate students, and practitioners in the fields of public administration, higher education administration, information systems, computer science, and human resources.