



Human Resource Information Systems: Basics, Applications, and Future Directions

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Human Resource Information Systems: Basics, Applications, and Future Directions, Third Edition is a cross-disciplinary book that provides a thorough introduction to the field of Human Resource Information Systems (HRIS), a combination of two major management fields that impact the competitive advantage of companies—human resources and information systems. Unlike other HRIS textbooks that overwhelm students with technical info and jargon, Michael J. Kavanagh and Richard D. Johnson offer a balanced approach in dealing with HR and IT/IS issues by drawing from experts in both areas.

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Editorial Review

Review

"Generally, the book seems to be cover all expected points relevant to HRIS, it provides nice overview of HR history and various HR activities. At the same time, it branches away from traditional HRM approach by introducing decision science knowledge. I like that each chapter has similar structure and include practical case." (Gery Markova)

"The organization of each chapter is intuitive and comprehensive. I especially liked and appreciated the "Editors note" at the beginning of each chapter.. as if they were in front of me explaining why the chapter is important." (Marc Miller)

"The chapter on international human resource management is excellent. It is one of the best I have ever read." (Jan Rauk)

"I really like the practicality of the text and how it talks about real world problems and solutions." (Frank Mueller)

About the Author

Michael J. Kavanagh is currently Professor Emeritus of Management at the University at Albany, State University of New York. He also serves on the faculty of the Lorange School of Business Administration, Zurich, Switzerland. He is past editor of *Group & Organization Management* and a fellow of the American Psychological Association, the American Psychological Society, the Society for Industrial and Organizational Psychology, and the Eastern Academy of Management. He has been involved in the HRIS field since 1982. He established the HRIS MBA program at the University at Albany in 1984 and has taught numerous courses in the field of HRIS. In 2006, he received the Award for Career Excellence from the International Association for Human Resource Information Management (IHRIM). He received his PhD in I/O psychology from Iowa State University in 1969.

Mohan Thite is an associate professor at Griffith Business School, Griffith University, Brisbane, Australia. He has more than 25 years' experience as an HR professional, both in industry and in academia. He is the Editor-in-Chief of *South Asian Journal of HRM* (SAJHRM), published from Sage. He is a fellow of the Australian Human Resources Institute. He has been teaching HRIS for several years. His research & publications cover a broad range of management areas, including strategic HRM & knowledge management, e-HRM/HRIS, HR in Indian BPO, multinationals from emerging economies, HRM in Asia, global mobility of talent and global services offshoring. He has published 3 books & over 50 book chapters and articles in international journals such as *Human Resource Management* (USA), *Work, Employment, and Society*, *the International Journal of HRM*, and the *International Journal of Project Management*.

Richard D. Johnson is an associate professor of management at the University at Albany, State University of New York. His research interests are human resource information systems (HRIS), the psychological and sociological impacts of computing, computer self-efficacy, e-learning, and issues surrounding the digital divide. He has published over 40 academic and practitioner articles in journals such as *Information Systems Research*, *Human Resource Management Review*, *Journal of the Association for Information Systems*, and the *International Journal of Human Computer Studies*. He serves on the editorial boards of *AIS Transactions*

on *Human-Computer Interaction* and *The Data Base for Advances in Information Systems*. He is a certified Human Resource Information Professional and is co-Director of the University at Albany's nationally recognized MBA HRIS program. He received his PhD from the University of Maryland, College Park.

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