

# 1<sup>st</sup> International Workshop on Human Resource Information Systems (HRIS 2007)

<http://www.iceis.org/workshops/hris/hris2007-cfp.html>

June 12 – 13, 2007 – Funchal, Madeira – Portugal

Co-located with ICEIS 2007, June 12 – 16 <http://www.iceis.org>

## Co-Chairs

### **Tanya Bondarouk**

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### **Huub Ruël**

Kuwait-Maastricht Business School, Kuwait  
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## Invited Key-note Speaker

**Milan Zeleny**, Professor of Management Systems, Fordham University, USA

Talk subject: Human System Management and Organization as an Organism

## Workshop program committee

**Stefan Strohmeier**, Germany

**Ewan Oiry**, France

**Karine Guiderdoni**, France

**Veronique Guilloux**, France

**Teresa Torres-Coronas**, Spain

**Rodrigo Magalhaes**, Kuwait

**Janet Marler**, USA

**Michel kalika**, France

## Background and Goals

Beginning in the 1960s, personnel management was an early candidate for office automation in payroll, benefits administration, and employee records keeping. Typically, this information was stored in flat databases being interrogated via simple key words searching. Early studies into HRIS however, demonstrated the rather "hesitant" use of HRIS by HR practitioners who perceived IT as "workhorses" of the personnel function. Growth in strategically focused HRM produced demands for information and communication developments in Human Resource Information Systems (HRIS). Empirical reports since then have indicated that the use of HRIS has become more confident although still mainly for administrative purposes, and that HRIS projects mainly remain technology-driven events, with the focus on the growing sophistication of information technology (IT).

Recently, developments in the HRIS area are driven by dramatical technological changes and innovations: ERP-based HRIS applications are able to integrate a broad range of different HR modules among each other as well as with numerous modules of other business areas like sales, production or finance, thereby providing for the first time a fully integrated infrastructure of HRM. HRIS applications aim at pushing HRM into a more strategic position by supporting HR decisions with adequate descriptive and prognostic information. Web-based HRIS applications in recruiting, training, compensation and many other HR areas have unlocked a world of possibilities by introducing new actors to HRM, launching a new way to organize HR and hence generally inaugurated the era of "e-HRM".

In the wake of such innovations, numerous technology- as well as business-orientated questions concerning the development, implementation, application and consequences of HRIS arise. Located at the intersection of IS and HRM, HRIS however are not a major research area in neither discipline.

The HRIS field is still confronted with the so-called 'go-live' problems such as design issues, employees' dissatisfaction with newly introduced HRIS, the mismatch of a new technology with the existing infrastructure in a company, an underestimation of the technological complexity for employees, inefficiency in the end-user support, and opposite perceptions about HRIS by the HR professionals, line managers and workforce – users of HRIS.

Recent studies into the implementation of HRIS are shifting towards addressing the dynamic nature of the HRIS implementation and use such concepts like innovation implementation, learning, change management. The design of HRIS is considered as done but not fixed in the traditional development stage.

Meanwhile, we do not even have complete theoretical clarity on what are the roles of an “HR-” and “-IS” parts in HRIS, and how to implement them in organizations. Should we develop special theoretical understanding for HRIS with inclusion of the characteristics of HR processes, or we should treat HRIS as ‘traditional’ EIS?

In order to reduce this confusion, this Workshop focuses on HRIS in a general and multidisciplinary way that addresses theoretical, empirical as well as prototyping approaches concerning any HRIS related subject.

### Topics of Interest

We welcome papers, both theoretical and practical, from all areas related to those aspects, such as:

- Development methodologies for HRIS
- Prototypes: Innovative ideas and software
- Requirements elicitation and validation for HRIS
- “HR” contribution to the HRIS design and development
- HRIS project management
- HRIS: theoretical progress and new concepts
- Implementation of HRIS
- Human side of HRIS implementation
- Application areas of HRIS
- Country differences/cross-border comparisons of HRIS
- HRM database security and integrity
- Data protection and privacy in HRIS
- Assessment and evaluation of HRIS
- Organizational and individual consequences of HRIS

**Submission of Papers:** Prospective authors are invited to submit papers in any of the areas listed above. All papers must be written in English, and the length of the paper should not exceed 5,000 words or 10 pages (including figures and tables). Papers (in PDF format) should be submitted online through the online submission system. Instructions for preparing the manuscripts are available at the ICEIS website: <http://www.iceis.org/>. In addition, an e-mail must be sent to both co-chairs of the Workshop indicating the title of the submitted paper and the area of interest.

### Important Dates

Full Paper Submission: **March 5, 2007**

Authors Notification: **April 3, 2007**

Final Camera-Ready Submission and Registration: **April 16, 2007**

**Format:** The Workshop will consist of oral presentations of peer-reviewed papers and invited speeches.

**Workshop Proceedings:** All accepted papers will be published in a workshop proceedings book with an ISBN#, which will be issued by INSTICC Press. The proceedings will be available at the time of the workshop.

### Workshop location

The workshop will take place in conjunction with the 9th International Conference on Enterprise Information Systems (ICEIS 2007) in Funchal, Madeira - Portugal.

### Registration

At least one author of an accepted paper must register for the workshop. If the registration fees are not received by April 9, 2007, the paper will not be published in the proceedings. **Attending the Workshop requires registration at <http://www.iceis.org/>**

### Workshop secretariat:

ICEIS 2007 Secretariat – The First International Workshop on Human Resource Information Systems (HRIS)

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