safe✓assign
by blackboard
(http://safeassign.blackboard.com/)

HRM520006VA016-1212-001 - HUMAN RES. INFORMATION SYSTEMS

System Development Life Cycle: Phases IV & V – Implementation and Maintenance

Walter Frazier
on Mon, Feb 15 2021, 11:20 PM

100% highest match
Submission ID: bebbb453-daf7-461b-985e-bc4eae8613ba

Attachments (1)

HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx
 100%
Word Count: 1,518
Attachment ID: 4014912208

HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

STRATEGIC HUMAN RESOURCES 7

 1 SYSTEM DEVELOPMENT LIFE CYCLE: PHASE IV AND V – IMPLEMENTATION AND MAINTENANCE

 2 WALTER FRAZIER HRM 520 HUMAN RESOURCE INFORMATION DR LATRICE L. LOVE FEBRUARY 15, 2021

 1 SYSTEM DEVELOPMENT LIFE CYCLE: PHASE IV AND V – IMPLEMENTATION AND MAINTENANCE

Introduction

 1 HUMAN RESOURCE FUNCTIONS HAVE EVOLVED FROM SIMPLE TO SIGNIFICANT ACTIVITY IN ALL CORPORATE GOVERNANCE (M. J. Kavanagh. 2018). **1 NEW TECHNOLOGY IS CONSTANTLY BEING ADVANCED. THIS**

REFORM REQUIRES ORGANIZATION MANAGEMENT TO BE AWARE OF THE DIFFERENT TECHNOLOGY TYPES WHICH IMPROVE THE ORGANIZATION'S EFFECTIVENESS (BHUIYAN ET AL., 2014). HUMAN RESOURCE INFORMATION SYSTEMS (HRIS) HAVE EXTREMELY EVOLVED SINCE IT WAS INTRODUCED IN THE 1960S. IN THE PAST, ORGANIZATIONS USED TO TRACK DATA ON PAPER AND SPREADSHEETS. THEREFORE, THE ORIGINAL PURPOSE OF HRIS WAS TO CONVERT PAPER RECORDS TO ELECTRONIC RECORDS (BHUIYAN ET AL., 2014). CURRENTLY, HRIS CAN MANAGE NUMEROUS OF HR FUNCTIONS. THE DEVELOPED HRIS HELPS THE ORGANIZATION TO STORE EMPLOYEE DATA SAFE AND ACCURATE THROUGH ITS EFFECTIVENESS. HRIS IS A TOOL THAT HUMAN RESOURCE MANAGERS USE ON A DAY-TO-DAY BASIS FOR NUMEROUS PURPOSES. ADVANCEMENT IN TECHNOLOGY HAS MADE MANY COMPANIES UNDERSTAND THE REASON TO IMPLEMENT A MORE CULTIVATED COMPUTERIZED SYSTEM. BY ADOPTING HRIS, ORGANIZATIONS CAN KEEP UP-TO-DATE RECORDS WITH ACCURACY FOR THE BETTER FUTURE GROWTH OF THE COMPANY (BHUIYAN ET AL., 2014). IT IS THE RESPONSIBILITY OF THE ORGANIZATION MANAGEMENT TO IMPLEMENT HRIS USING A MORE EFFECTIVE CHANGE MODEL, THROUGH MINIMIZING COSTS AND ENSURING PROPER EVALUATION AND MAINTENANCE OF THE SYSTEM.

Change Management

1 **THERE ARE SEVERAL REASONS WHY SYSTEM IMPLEMENTATION MAY FAIL. SYSTEM IMPLEMENTATION FAILURE OCCURS WHEN A PROJECT IS CANCELED DURING ITS DEVELOPMENT WITH FINANCIAL AND ORGANIZATIONAL LOSSES. THIS FAILURE MAY COME AS A RESULT OF INSUFFICIENT PLANNING AND RISK MANAGEMENT, INADEQUATE RESOURCES, INEFFECTIVE MANAGEMENT, LACK OF USER INVOLVEMENT, LACK OF UNDERSTANDING BETWEEN SYSTEM DEVELOPERS AND CUSTOMERS, LACK OF INVOLVEMENT, AND WEAK PERSONNEL (DWIVEDI ET AL., 2014). THROUGH THESE FAILURES, THE HR MANAGER CAN DEVELOP HRIS MORE INTELLIGENTLY.**

VARIOUS CHANGE MODELS MAY BE STUDIED BEFORE THE IMPLEMENTATION OF THE HRIS SYSTEM. A CHANGE MODE ASSISTS TO PINPOINT THE AREAS OF RESISTANCE AND ADMINISTER STRATEGIES TO ELIMINATE THE RESISTANCE BEFORE THE HRIS CHANGE PROCESS STARTS (DWIVEDI ET AL., 2014). THE CHANGE MODELS INCLUDE THE ADKAR MODEL FOCUSES ON THE FUNDAMENTAL CHANGES EFFECTIVE ON AN INDIVIDUAL MAGNITUDE. LEWIN'S CHANGE MODEL ASSUMES THAT CHANGE IS SCHEDULED AND EMPHASIZE, PEOPLE ARE WITHOUT EXEMPTION THE FOUNDATION OF THE CHANGE (DWIVEDI ET AL., 2014). KOTTER'S EIGHT STEPS MODEL STATES THAT THE TOP MANAGEMENT HOLDS A HEAVY INFLUENCE TO LEAD THE ORGANIZATION WHEN IMPLEMENTING CHANGE.

THE BEST MODEL TO BE SELECTED DURING THE IMPLEMENTATION IS KOTTER'S EIGHT STEPS MODEL. THIS MODEL FOCUSES MAINLY ON LEADING CHANGE RATHER THAN MANAGING (CALDER, 2013). THE MAIN INTENTION IS THROUGH GETTING THE MOMENTUM OF THE EMPLOYEES GOING QUICKLY AND KEEPING IT THAT WAY UNTIL THE CHANGE IS MADE AND BECOME ORGANIZATION CULTURE.

OUT OF THE THREE MODELS, KOTTER'S EIGHT STEPS MODEL IS JUSTIFIED SINCE IT GIVES A DEEPER EXPLANATION OF HOW CHANGE SHOULD BE MADE. UNLIKE LEWIN AND ADKAR MODELS, KOTTER FOCUSES ON TOPMOST MANAGERS IMPLEMENTING CHANGE RATHER THAN EMPLOYEES (CALDER, 2013). THIS MODEL NOT ONLY EXPLAINS WHY CHANGE IS IMPORTANT BUT ALSO THE NEED TO TAKE ITS URGENCY.

KOTTER GIVES EIGHT STEPS TO GUIDE ORGANIZATION MANAGERS TO A SUCCESSFUL CHANGE:

1. 1 ESTABLISHING A SENSE OF TOP PRIORITY TO CHANGE.

2. 1 CREATING A GUIDING COALITION.

3. 1 ESTABLISHMENT OF VISION AND STRATEGY.

4. 1 COMMUNICATE THE CHANGE VISION.

5. **1 EMPOWERING BOARD-BASED ACTIONS.**

6. **1 CREATING A TEMPORARY WIN.**

7. **1 AMALGAMATING BENEFITS AND PRODUCING CHANGE.**

8. **1 PRESENTATION OF NEW PROPOSAL IN THE CULTURE.**

THESE STEPS ARE EFFECTIVE IN THE IMPLEMENTATION OF HRIS IN ORGANIZATIONS. AN HR MANAGER IS REQUIRED TO FOCUS ON POLICY FORMULATION AND IMPLEMENTATION RELATING TO MANAGING PEOPLE AND ORGANIZATIONS (M. J. Kavanagh. 2018).

Figure 1:   **1 HRIS IMPLEMENTATION (CALDER, 2013) ACTIVITY TIMELINE RESPONSIBILITY ROLE**

IDENTIFY THE NEED ONE WEEK STATE LEADERSHIP TEAM ENSURE THAT THE VIEW OF THE MAIN STAKEHOLDERS IS INCLUDED AS PART OF A NEEDS EVALUATION OF THE CURRENT SYSTEM

INSTALLATION ONE WEEK IMPLEMENTATION TEAM OVERSEE THE IMPLEMENTATION PROCESS, CONSTRUCT A COMMUNICATION CHANNEL, PREPARE TRAINERS, AND DEVELOP A PLAN FOR PUTTING NEW PRACTICE IN PLACE

INITIAL IMPLEMENTATION TWO WEEKS IMPLEMENTATION TEAM SOLVE PROBLEMS AND DETERMINE IF ADJUSTMENTS ARE NEEDED TO ACTIVITIES, BENCHMARKS, AND SUPPORT SYSTEM

FULL IMPLEMENTATION FOUR WEEKS STATE LEADERSHIP TEAM ENSURE THE PRACTICES ARE USED WITH LOYALTY AND OBTAINING THE EXPECTED OUTCOME.

EDUCATING NEWLY HIRED PRACTITIONERS SO THAT THEY CAN ADOPT NEW PRACTICES.

COST BENEFIT ANALYSIS MATRIX

COST BENEFIT ANALYSIS IS A STRUCTURED TECHNIQUE TO EVALUATING THE STRENGTHS AND WEAKNESS OF USING ALTERNATIVE OPTIONS PROVIDING THE BEST VIEW TO ACCOMPLISHING BENEFITS WHILE SAFEGUARDING SAVINGS (ZILLER & PHIBBS, 2003).

Figure 2: 1 **COST BENEFIT ANALYSIS MATRIX (ZILLER & PHIBBS, 2003)**

DIRECT (HARD) INDIRECT (SOFT)

BENEFITS REVENUE ENHANCEMENT NEW REVENUE

FOR EXAMPLE, THE ORGANIZATION ACHIEVING NEW SALES IN THE MARKET RAISING THE SALES PROFIT MARGIN BY $ 4000.00.

Improvement potential

1 **AN EXAMPLE, IMPROVING THE DECISION-MAKING PROCESS IN THE ORGANIZATION DURING THE PHASE III STAGE OF HRIS.**

COST REDUCTION DIRECT COST

FOR INSTANCE, CANCELING VENDOR CONTACTS HELPING THE ORGANIZATION REDUCE THE EXPENSES BY $ 2000.00.

Potential costs

1 **FOR EXAMPLE, SAVING THE STAFF TIME FOR EMPLOYEES THROUGH MOST OF THE AUTOMATION OF PROCESSES BY HRIS**

COSTS NEW IMPLEMENTATION COSTS OUT OF POCKET COST

THIS ARE COSTS INCURRED DURING SERVICE AGREEMENT. MEMBER INVOLVED IN HRIS MAY PAY $ 4600.00 DURING THIS AGREEMENT.

Indirect cost

1 **COST INCURRED WHEN THERE IS SUPPORT NEEDED IN INCREASED TECHNICALITY ON HRIS SYSTEM. THIS COST MAY RISE BY $ 2300.00**

JUSTIFICATION OF HRIS COST

COST JUSTIFICATION IS THE DESCRIPTION OF THE DEMAND OF PRODUCT OF EXPENDITURE WITH DOCUMENTATION SHOWING TARGET RETURNS EXCEED THE COSTS EXPECTED (CALDER, 2013). FOR EXAMPLE, STRATEGIES TO AVOID RISK, INCREASE REVENUE AND EVOLUTION FROM MANUAL TO AUTOMATION PROCESSES.

Figure 3: 1 **COST JUSTIFICATION (CALDER, 2013) COST JUSTIFICATION – HUMAN RESOURCE INFORMATION SYSTEM**

NON-RECURRING COSTS YEAR 1 YEAR 2 YEAR 3 TOTAL

HARDWARE $ 13500.00 $ 12000.00 $ 11000.00 $ 36,500.00

SERVERS $ 6000.00 $ 7500.00 $ 8600.00 $ 22,100.00

DESKTOP $ 43000.00 $ 41000.00 $ 39000.00 $ 123,000.00

TELECOMMUNICATION $ 4500.00 $ 4300.00 $ 4500.00 $ 13,300.00

SOFTWARE $ 2300.00 $ 2500.00 $ 2000.00 $ 6,800.00

COMPUTER ROOM UPGRADE $ 13000.00 $ 12000.00 $ 1000.00 $ 26,000.00

FURNITURE $ 6700.00 $ 6300.00 $ 6900.00 $ 19,900.00

SUPPORT COST $ 1200.00 $ 1400.00 $ 1000.00 $ 3,600.00

PLANNING $ 3500.00 $ 3200.00 $ 2800.00 $ 9,500.00

PROCUREMENT $ 54000.00 $ 50000.00 $ 44000.00 $ 148,000.00

CONTRACT NEGOTIATION $ 32000.00 $ 36000.00 $ 32000.00 $ 100,000.00

LABOR $ 120000.00 $ 120000.00 $ 120000.00 $ 360,000.00

INFRASTRUCTURE $ 42000.00 $ 42000.00 $ 42000.00 $ 126,000.00

DEVELOPMENT $ 2700.00 $ 2300.00 $ 2200.00 $ 7,200.00

BUSINESS PROCESS OWNERS $ 5600.00 $ 6500.00 $ 4500.00 $ 16,600.00

MANAGEMENT $ 87000.00 $ 87000.00 $ 87000.00 $ 261,000.00

TRAINING OF EMPLOYEES $ 45000.00 $ 40000.00 $ 39000.00 $ 124,000.00

TRANSITION COST $ 3000.00 $ 3000.00 $ 3000.00 $ 9,000.00

POST IMPLEMENTATION REVIEW $ 1200.00 $ 1200.00 $ 1200.00 $ 3,600.00

TOTAL $ 486,200.00 $ 478,200.00 $ 451,700.00

Maintenance

1 **MAINTENANCE SHOULD BE A PERSISTENTLY IMPROVING PROJECT, WHICH FACILITATES THE QUALITY OF SERVICE AND OPTIMIZING OPERATING COSTS. HRIS MAINTENANCE IS AN ONGOING ACTIVITY, IT COVERS AN EXTENSIVE DIVERSITY OF ACTIVITY INCLUDING ELIMINATION OF PROGRAM AND ERRORS, DOCUMENTATION UPDATE AND DATA TEST, AND UPDATING USER SUPPORT (CALDER, 2013). MAINTENANCE CAN BE CORRECTIVE, ADAPTIVE, OR PERFECTIVE MAINTENANCE. CORRECTIVE MAINTENANCE INVOLVES ELIMINATING ERRORS IN A PROGRAM DUE TO FAULTY DESIGN. IN ADAPTIVE MAINTENANCE, SYSTEM FUNCTIONS ARE CHANGED TO ENHANCE SATISFY THE NEEDS OF THE USER (CALDER, 2013). PERFECTIVE MAINTENANCE INVOLVES MODIFYING THE EXISTING SYSTEM TO ENHANCE PERFORMANCE. FOR EFFECTIVE PERFORMANCE OF THE SYSTEM, THE HR SHOULD ADOPT ALL THE THREE MAINTENANCE POLICIES.**

Conclusion

1 **PRIMARILY, FOCUSING ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE IMPLEMENTATION OF THE SYSTEM SHOULD BE TAKEN CARE OF USING THE RIGHT CHANGE MODEL. THE KEY APPROACHES SHOULD HAVE A SPECIFIC ACTIVITY THAT WILL HELP IMPLEMENT A MORE SUITABLE HRIS TO AID THE COMPANY IMPROVE ITS PERFORMANCE.**

References

1 **BHUIYAN, F., CHOWDHURY, M., & FERDOUS, F.** (2014). **1** **HISTORICAL EVOLUTION OF HUMAN RESOURCE INFORMATION SYSTEM (HRIS): AN INTERFACE BETWEEN HR AND COMPUTER TECHNOLOGY.** **3** **ARTICLE.SAPUB.ORG.** **4** **RETRIEVED 20 AUGUST 2020, FROM HTTP://ARTICLE.SAPUB.ORG/10.5923.J.HRMR.20140404.01.HTML.**

Calder, A. (2013). Organizational Change: **1** **MODELS FOR SUCCESSFULLY IMPLEMENTING CHANGE.** DigitalCommons@USU. Retrieved 21 August 2020, from https://digitalcommons.usu.edu/honors/144?utm_source=digitalcommons.usu.edu%2Fhonors%2F144&utm_medium=PDF&utm_campaign=PDFCoverPages.

5 **DWIVEDI, Y., WAS TELL, D., LAMER, S., HENRIKSEN, H., MYERS, M., & BUNKER, D.** et al. (2014). **6** **RESEARCH ON INFORMATION SYSTEMS FAILURES AND SUCCESSES: STATUS UPDATE AND FUTURE DIRECTIONS.** **5** **INFORMATION SYSTEMS FRONTIERS, 17(1), 143-157.** **7** **HTTPS://DOI.ORG/10.1007/S10796-014-9500-Y**

M. J. Kavanagh. 2018. **1** **HUMAN RESOURCE INFORMATION SYSTEMS: BASICS, APPLICATIONS, AND FUTURE DIRECTIONS (4TH ED.). SAGE PUBLICATIONS, INC.**

ZILLER, A., & PHIBBS, P. (2003). **1** **INTEGRATING SOCIAL IMPACTS INTO COST-BENEFIT ANALYSIS: A PARTICIPATIVE METHOD:** case study: **1** **THE NSW AREA ASSISTANCE SCHEME. IMPACT ASSESSMENT AND PROJECT APPRAISAL, 21(2), 141-146.** https://doi.org/10.3152/147154603781766365

Citations (7/7)

1 Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

2 Another student's paper: Author: Walter Frazier; Submitted: Thu, Feb 04 2021, 12:30 AM; Filename: HRM 520 Strategic Human Resources Information Week 3 Assignment SYSTEM DEVELOPMENT LIFE CYCLE PHASES I & II 2.docx

3 Another student's paper

4 Another student's paper: Author: Jasmine Owens; Submitted: Fri, Jan 25 2019, 5:24 PM; Filename: Human Resource Management- HRIS.docx

5 ProQuest Document

6 Another student's paper

7 Another student's paper

Matched Text

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SYSTEM DEVELOPMENT LIFE CYCLE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

System Development Life Cycle

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PHASE IV AND V – IMPLEMENTATION AND MAINTENANCE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Phase IV and V – Implementation and Maintenance

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SYSTEM DEVELOPMENT LIFE CYCLE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

System Development Life Cycle

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

PHASE IV AND V – IMPLEMENTATION AND MAINTENANCE

Phase IV and V – Implementation and Maintenance

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HUMAN RESOURCE FUNCTIONS HAVE EVOLVED FROM SIMPLE TO SIGNIFICANT ACTIVITY IN ALL CORPORATE GOVERNANCE (M

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Human Resource functions have evolved from simple to significant activity in all corporate governance (M

Suspected Entry: **75% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

NEW TECHNOLOGY IS CONSTANTLY BEING ADVANCED

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

New technology is continually being advanced

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS REFORM REQUIRES ORGANIZATION MANAGEMENT TO BE AWARE OF THE DIFFERENT TECHNOLOGY TYPES WHICH IMPROVE THE ORGANIZATION'S EFFECTIVENESS (BHUIYAN ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This reform requires organization management to be aware of the different technology types which improve the organization's effectiveness (Bhuiyan et al., 2014)

Suspected Entry: **82% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HUMAN RESOURCE INFORMATION SYSTEMS (HRIS) HAVE EXTREMELY EVOLVED SINCE IT WAS INTRODUCED IN THE 1960S

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Human Resource Information Systems (HRIS) have remarkably evolved since it was introduced in the 1960s (Mathur, 2019)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

IN THE PAST, ORGANIZATIONS USED TO TRACK DATA ON PAPER AND SPREADSHEETS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

In the past, organizations used to track data on paper and spreadsheets

---

Suspected Entry: **72% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THEREFORE, THE ORIGINAL PURPOSE OF HRIS WAS TO CONVERT PAPER RECORDS TO ELECTRONIC RECORDS (BHUIYAN ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Therefore, the original purpose of HRIS was to convert paper records to electronic records (Qadir, & Agrawal 2017)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

CURRENTLY, HRIS CAN MANAGE NUMEROUS OF HR FUNCTIONS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Currently, HRIS can manage numerous of HR functions

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE DEVELOPED HRIS HELPS THE ORGANIZATION TO STORE EMPLOYEE DATA SAFE AND ACCURATE THROUGH ITS EFFECTIVENESS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

The developed HRIS helps the organization to store employee data safe and accurate through its effectiveness

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HRIS IS A TOOL THAT HUMAN RESOURCE MANAGERS USE ON A DAY-TO-DAY BASIS FOR NUMEROUS PURPOSES

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

HRIS is a tool that human resource managers use on a day-to-day basis for numerous purposes

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

ADVANCEMENT IN TECHNOLOGY HAS MADE MANY COMPANIES UNDERSTAND THE REASON TO IMPLEMENT A MORE CULTIVATED COMPUTERIZED SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Advancement in technology has made many companies understand the reason to implement a more cultivated computerized system

---

Suspected Entry: **82% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

BY ADOPTING HRIS, ORGANIZATIONS CAN KEEP UP-TO-DATE RECORDS WITH ACCURACY FOR THE BETTER FUTURE GROWTH OF THE COMPANY (BHUIYAN ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

By adopting HRIS, organizations can keep up-to-date records with accuracy for the better future growth of the company (Al Mamun, & Islam 2016)

Suspected Entry: **95% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

IT IS THE RESPONSIBILITY OF THE ORGANIZATION MANAGEMENT TO IMPLEMENT HRIS USING A MORE EFFECTIVE CHANGE MODEL, THROUGH MINIMIZING COSTS AND ENSURING PROPER EVALUATION AND MAINTENANCE OF THE SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

It's the responsibility of the organization management to implement HRIS using a more effective change model, through minimizing costs and ensuring proper evaluation and maintenance of the system

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THERE ARE SEVERAL REASONS WHY SYSTEM IMPLEMENTATION MAY FAIL

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

There are several reasons why system implementation may fail

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SYSTEM IMPLEMENTATION FAILURE OCCURS WHEN A PROJECT IS CANCELED DURING ITS DEVELOPMENT WITH FINANCIAL AND ORGANIZATIONAL LOSSES

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

System implementation failure occurs when a project is canceled during its development with financial and organizational losses

---

Suspected Entry: **85% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS FAILURE MAY COME AS A RESULT OF INSUFFICIENT PLANNING AND RISK MANAGEMENT, INADEQUATE RESOURCES, INEFFECTIVE MANAGEMENT, LACK OF USER INVOLVEMENT, LACK OF UNDERSTANDING BETWEEN SYSTEM DEVELOPERS AND CUSTOMERS, LACK OF INVOLVEMENT, AND WEAK PERSONNEL (DWIVEDI ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This failure may result from insufficient planning and risk management, inadequate resources, ineffective management, lack of user involvement, lack of understanding between system developers and customers, lack of involvement, and weak personnel (Hendrickson, 2003)

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THROUGH THESE FAILURES, THE HR MANAGER CAN DEVELOP HRIS MORE INTELLIGENTLY

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Through these failures, the HR manager can develop HRIS more intelligently

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

VARIOUS CHANGE MODELS MAY BE STUDIED BEFORE THE IMPLEMENTATION OF THE HRIS SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Various change models may be studied before the implementation of the HRIS system

---

Suspected Entry: **93% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

A CHANGE MODE ASSISTS TO PINPOINT THE AREAS OF RESISTANCE AND ADMINISTER STRATEGIES TO ELIMINATE THE RESISTANCE BEFORE THE HRIS CHANGE PROCESS STARTS (DWIVEDI ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

A change mode assists in pinpointing the areas of resistance and administer strategies to eliminate the resistance before the HRIS change process starts (Dwivedi et al., 2014)

Suspected Entry: **87% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE CHANGE MODELS INCLUDE THE ADKAR MODEL FOCUSES ON THE FUNDAMENTAL CHANGES EFFECTIVE ON AN INDIVIDUAL MAGNITUDE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

The ADKAR model focuses on the fundamental changes effective on an individual magnitude

---

Suspected Entry: **93% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

LEWIN'S CHANGE MODEL ASSUMES THAT CHANGE IS SCHEDULED AND EMPHASIZE, PEOPLE ARE WITHOUT EXEMPTION THE FOUNDATION OF THE CHANGE (DWIVEDI ET AL., 2014)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Lewin's Change model assumes that change is scheduled and emphasizes, people are without exemption the foundation of the change (Dwivedi et al., 2014)

Suspected Entry: **93% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

KOTTER'S EIGHT STEPS MODEL STATES THAT THE TOP MANAGEMENT HOLDS A HEAVY INFLUENCE TO LEAD THE ORGANIZATION WHEN IMPLEMENTING CHANGE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Kotter's Eight Steps model states that the top management holds a massive influence to lead the organization when implementing change

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE BEST MODEL TO BE SELECTED DURING THE IMPLEMENTATION IS KOTTER'S EIGHT STEPS MODEL

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

The best model to be selected during the implementation is Kotter's Eight Steps model

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS MODEL FOCUSES MAINLY ON LEADING CHANGE RATHER THAN MANAGING (CALDER, 2013)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This model focuses mainly on leading change rather than managing (Calder, 2013)

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE MAIN INTENTION IS THROUGH GETTING THE MOMENTUM OF THE EMPLOYEES GOING QUICKLY AND KEEPING IT THAT WAY UNTIL THE CHANGE IS MADE AND BECOME ORGANIZATION CULTURE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

The main intention is through getting the momentum of the employees going quickly and keeping it that way until the change is made and become organization culture

---

Suspected Entry: **90% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

OUT OF THE THREE MODELS, KOTTER'S EIGHT STEPS MODEL IS JUSTIFIED SINCE IT GIVES A DEEPER EXPLANATION OF HOW CHANGE SHOULD BE MADE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Out of the three models, Kotter's Eight Steps model is justified since it gives a more in-depth explanation of how change should be made

---

Suspected Entry: **74% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

UNLIKE LEWIN AND ADKAR MODELS, KOTTER FOCUSES ON TOPMOST MANAGERS IMPLEMENTING CHANGE RATHER THAN EMPLOYEES (CALDER, 2013)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Unlike Lewin and ADKAR models, Kotter focuses on top most managers implementing change rather than employees (Rahman, Islam, & Qi, 2017)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS MODEL NOT ONLY EXPLAINS WHY CHANGE IS IMPORTANT BUT ALSO THE NEED TO TAKE ITS URGENCY

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This model not only explains why change is important but also the need to take its urgency

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

KOTTER GIVES EIGHT STEPS TO GUIDE ORGANIZATION MANAGERS TO A SUCCESSFUL CHANGE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Kotter gives eight steps to guide organization managers to a successful change

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

ESTABLISHING A SENSE OF TOP PRIORITY TO CHANGE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Establishing a sense of top priority to change

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

CREATING A GUIDING COALITION

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Creating a guiding coalition

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

ESTABLISHMENT OF VISION AND STRATEGY

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Establishment of vision and strategy

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COMMUNICATE THE CHANGE VISION

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Communicate the change vision

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

EMPOWERING BOARD-BASED ACTIONS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Empowering board based actions

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

CREATING A TEMPORARY WIN

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Creating a temporary win

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

AMALGAMATING BENEFITS AND PRODUCING CHANGE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Amalgamating benefits and producing change

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PRESENTATION OF NEW PROPOSAL IN THE CULTURE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Presentation of the new proposal in the culture

Suspected Entry: **80% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THESE STEPS ARE EFFECTIVE IN THE IMPLEMENTATION OF HRIS IN ORGANIZATIONS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

These steps are useful in the implementation of HRIS in organizations (M

Suspected Entry: **92% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

AN HR MANAGER IS REQUIRED TO FOCUS ON POLICY FORMULATION AND IMPLEMENTATION

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

RELATING TO MANAGING PEOPLE AND ORGANIZATIONS (M

2018).An HR manager is required to focus on policy formulation and implementation relating to managing people and organizations

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HRIS IMPLEMENTATION (CALDER, 2013) ACTIVITY TIMELINE RESPONSIBILITY ROLE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

HRIS Implementation (Calder, 2013) ACTIVITY TIMELINE RESPONSIBILITY ROLE

Suspected Entry: **97% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

IDENTIFY THE NEED ONE WEEK STATE LEADERSHIP TEAM ENSURE THAT THE VIEW OF THE MAIN STAKEHOLDERS IS INCLUDED AS PART OF A NEEDS EVALUATION OF THE CURRENT SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Identify the need One week State leadership team Ensure that the view of the main stakeholders are included as part of a needs evaluation of the current system

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

INSTALLATION ONE WEEK IMPLEMENTATION TEAM OVERSEE THE IMPLEMENTATION PROCESS, CONSTRUCT A COMMUNICATION CHANNEL, PREPARE TRAINERS, AND DEVELOP A PLAN FOR PUTTING NEW PRACTICE IN PLACE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Installation One week Implementation team Oversee the implementation process, construct a communication channel, prepare trainers and develop a plan for putting new practice in place

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

INITIAL IMPLEMENTATION TWO WEEKS IMPLEMENTATION TEAM SOLVE PROBLEMS AND DETERMINE IF ADJUSTMENTS ARE NEEDED TO ACTIVITIES, BENCHMARKS, AND SUPPORT SYSTEM

Initial implementation Two weeks Implementation team Solve problems and determine if adjustments are needed to activities, benchmarks and support system

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

FULL IMPLEMENTATION FOUR WEEKS STATE LEADERSHIP TEAM ENSURE THE PRACTICES ARE USED WITH LOYALTY AND OBTAINING THE EXPECTED OUTCOME

Full implementation Four weeks State Leadership Team Ensure the practices are used with loyalty and obtaining the expected outcome

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

EDUCATING NEWLY HIRED PRACTITIONERS SO THAT THEY CAN ADOPT NEW PRACTICES

Educating newly hired practitioners so that they can adopt new practices

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

COST BENEFIT ANALYSIS MATRIX

Cost Benefit Analysis Matrix

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

COST BENEFIT ANALYSIS IS A STRUCTURED TECHNIQUE TO EVALUATING THE STRENGTHS AND WEAKNESS OF USING ALTERNATIVE

Cost benefit analysis is a structured technique to evaluating the strengths and weakness of using

OPTIONS PROVIDING THE BEST VIEW TO ACCOMPLISHING BENEFITS WHILE SAFEGUARDING SAVINGS (ZILLER & PHIBBS, 2003)

alternative options providing the best view to accomplishing benefits while safeguarding savings (Ziller & Phibbs, 2003)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COST BENEFIT ANALYSIS MATRIX (ZILLER & PHIBBS, 2003)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Cost Benefit Analysis Matrix (Ziller & Phibbs, 2003)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

DIRECT (HARD) INDIRECT (SOFT)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Direct (hard) Indirect (soft)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

BENEFITS REVENUE ENHANCEMENT NEW REVENUE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Benefits Revenue enhancement New Revenue

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FOR EXAMPLE, THE ORGANIZATION ACHIEVING NEW SALES IN THE MARKET RAISING THE SALES PROFIT MARGIN BY $ 4000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

For example the organization achieving new sales in the market raising the sales profit margin by $ 4000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

AN EXAMPLE, IMPROVING THE DECISION-MAKING PROCESS IN THE ORGANIZATION DURING THE PHASE III STAGE OF HRIS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

An example, improving the decision making process in the organization during the phase III stage of HRIS

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COST REDUCTION DIRECT COST

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Cost reduction Direct cost

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FOR INSTANCE, CANCELING VENDOR CONTACTS HELPING THE ORGANIZATION REDUCE THE EXPENSES BY $ 2000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

For instance, canceling vendor contacts helping the organization reduce the expenses by $ 2000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FOR EXAMPLE, SAVING THE STAFF TIME FOR EMPLOYEES THROUGH MOST OF THE AUTOMATION OF PROCESSES BY HRIS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

For example, saving the staff time for employees through most of the automation of processes by HRIS

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

COSTS NEW IMPLEMENTATION COSTS OUT OF POCKET COST

Costs New implementation costs Out of pocket cost

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS ARE COSTS INCURRED DURING SERVICE AGREEMENT

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This are costs incurred during service agreement

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

MEMBER INVOLVED IN HRIS MAY PAY $ 4600.00 DURING THIS AGREEMENT

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Member involved in HRIS may pay $ 4600.00 during this agreement

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COST INCURRED WHEN THERE IS SUPPORT NEEDED IN INCREASED TECHNICALITY ON HRIS SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Cost incurred when there is support needed in increased technicality on HRIS system

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THIS COST MAY RISE BY $ 2300.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

This cost may rise by $ 2300.00

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

JUSTIFICATION OF HRIS COST

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Justification of HRIS Cost

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COST JUSTIFICATION IS THE DESCRIPTION OF THE DEMAND OF PRODUCT OF EXPENDITURE WITH DOCUMENTATION SHOWING TARGET RETURNS EXCEED THE COSTS EXPECTED (CALDER, 2013)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Cost justification is the description of the demand of product of expenditure with documentation showing target returns exceed the costs expected (Calder, 2013)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FOR EXAMPLE, STRATEGIES TO AVOID RISK, INCREASE REVENUE AND EVOLUTION FROM MANUAL TO AUTOMATION PROCESSES

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

For example strategies to avoid risk, increase revenue and evolution from manual to automation processes

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COST JUSTIFICATION (CALDER, 2013) COST JUSTIFICATION – HUMAN RESOURCE INFORMATION SYSTEM

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Cost Justification (Calder, 2013) COST JUSTIFICATION – HUMAN RESOURCE INFORMATION SYSTEM

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;

NON-RECURRING COSTS YEAR 1 YEAR 2 YEAR 3 TOTAL

Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

NON RECURRING COSTS YEAR 1 YEAR 2 YEAR 3 TOTAL

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HARDWARE $ 13500.00 $ 12000.00 $ 11000.00 $ 36,500.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Hardware $ 13500.00 $ 12000.00 $ 11000.00 $ 36,500.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SERVERS $ 6000.00 $ 7500.00 $ 8600.00 $ 22,100.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Servers $ 6000.00 $ 7500.00 $ 8600.00 $ 22,100.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

DESKTOP $ 43000.00 $ 41000.00 $ 39000.00 $ 123,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Desktop $ 43000.00 $ 41000.00 $ 39000.00 $ 123,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

TELECOMMUNICATION $ 4500.00 $ 4300.00 $ 4500.00 $ 13,300.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Telecommunication $ 4500.00 $ 4300.00 $ 4500.00 $ 13,300.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SOFTWARE $ 2300.00 $ 2500.00 $ 2000.00 $ 6,800.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Software $ 2300.00 $ 2500.00 $ 2000.00 $ 6,800.00

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

COMPUTER ROOM UPGRADE $ 13000.00 $ 12000.00 $ 1000.00 $ 26,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Computer room upgrade $ 13000.00 $ 12000.00 $ 1000.00 $ 26,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FURNITURE $ 6700.00 $ 6300.00 $ 6900.00 $ 19,900.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Furniture $ 6700.00 $ 6300.00 $ 6900.00 $ 19,900.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SUPPORT COST $ 1200.00 $ 1400.00 $ 1000.00 $ 3,600.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Support cost $ 1200.00 $ 1400.00 $ 1000.00 $ 3,600.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PLANNING $ 3500.00 $ 3200.00 $ 2800.00 $ 9,500.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Planning $ 3500.00 $ 3200.00 $ 2800.00 $ 9,500.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PROCUREMENT $ 54000.00 $ 50000.00 $ 44000.00 $ 148,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Procurement $ 54000.00 $ 50000.00 $ 44000.00 $ 148,000.00

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

CONTRACT NEGOTIATION $ 32000.00 $ 36000.00 $ 32000.00 $ 100,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Contract negotiation $ 32000.00 $ 36000.00 $ 32000.00 $ 100,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

LABOR $ 120000.00 $ 120000.00 $ 120000.00 $ 360,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Labor $ 120000.00 $ 120000.00 $ 120000.00 $ 360,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

INFRASTRUCTURE $ 42000.00 $ 42000.00 $ 42000.00 $ 126,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Infrastructure $ 42000.00 $ 42000.00 $ 42000.00 $ 126,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

DEVELOPMENT $ 2700.00 $ 2300.00 $ 2200.00 $ 7,200.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Development $ 2700.00 $ 2300.00 $ 2200.00 $ 7,200.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

BUSINESS PROCESS OWNERS $ 5600.00 $ 6500.00 $ 4500.00 $ 16,600.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Business process owners $ 5600.00 $ 6500.00 $ 4500.00 $ 16,600.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

MANAGEMENT $ 87000.00 $ 87000.00 $ 87000.00 $ 261,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Management $ 87000.00 $ 87000.00 $ 87000.00 $ 261,000.00

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

TRAINING OF EMPLOYEES $ 45000.00 $ 40000.00 $ 39000.00 $ 124,000.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Training of employees $ 45000.00 $ 40000.00 $ 39000.00 $ 124,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

TRANSITION COST $ 3000.00 $ 3000.00 $ 3000.00 $ 9,000.00

Transition cost $ 3000.00 $ 3000.00 $ 3000.00 $ 9,000.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

POST IMPLEMENTATION REVIEW $ 1200.00 $ 1200.00 $ 1200.00 $ 3,600.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Post implementation review $ 1200.00 $ 1200.00 $ 1200.00 $ 3,600.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

TOTAL $ 486,200.00 $ 478,200.00 $ 451,700.00

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

TOTAL $ 486,200.00 $ 478,200.00 $ 451,700.00

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

MAINTENANCE SHOULD BE A PERSISTENTLY IMPROVING PROJECT, WHICH FACILITATES THE QUALITY OF SERVICE AND OPTIMIZING OPERATING COSTS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Maintenance should be a persistently improving project, which facilitates the quality of service and optimizing operating costs

---

Suspected Entry: **77% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HRIS MAINTENANCE IS AN ONGOING ACTIVITY, IT COVERS AN EXTENSIVE DIVERSITY OF ACTIVITY INCLUDING ELIMINATION OF PROGRAM AND ERRORS, DOCUMENTATION UPDATE AND DATA TEST, AND UPDATING USER SUPPORT (CALDER, 2013)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

it covers an extensive diversity of activity, including the elimination of program and errors, documentation update and data test, and updating user support (Kovach & Cathcart 1999)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

MAINTENANCE CAN BE CORRECTIVE, ADAPTIVE, OR PERFECTIVE MAINTENANCE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Maintenance can be corrective, adaptive, or perfective maintenance

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

CORRECTIVE MAINTENANCE INVOLVES ELIMINATING ERRORS IN A PROGRAM DUE TO FAULTY DESIGN

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Corrective maintenance involves eliminating errors in a program due to faulty design

---

Suspected Entry: **68% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

IN ADAPTIVE MAINTENANCE, SYSTEM FUNCTIONS ARE CHANGED TO ENHANCE SATISFY THE NEEDS OF THE USER (CALDER, 2013)

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

In adaptive maintenance, system functions are changed to enhance the satisfaction of the needs of the user (Shahreki et al, 2019)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PERFECTIVE MAINTENANCE INVOLVES MODIFYING THE EXISTING SYSTEM TO ENHANCE PERFORMANCE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Perfective maintenance involves modifying the existing system to enhance performance

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

FOR EFFECTIVE PERFORMANCE OF THE SYSTEM, THE HR SHOULD ADOPT ALL THE THREE MAINTENANCE POLICIES

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

For the effective performance of the system, HR should adopt all three maintenance policies

---

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

PRIMARILY, FOCUSING ON THE HUMAN RESOURCE INFORMATION SYSTEM, THE IMPLEMENTATION OF THE SYSTEM SHOULD BE TAKEN CARE OF USING THE RIGHT CHANGE MODEL

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Primarily, focusing on the Human Resource Information System, the implementation of the system should be taken care of using the right change model

---

Suspected Entry: **92% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE KEY APPROACHES SHOULD HAVE A SPECIFIC ACTIVITY THAT WILL HELP IMPLEMENT A MORE SUITABLE HRIS TO AID THE COMPANY IMPROVE ITS PERFORMANCE

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

The key approaches should have a specific activity that will help implement a more suitable HRIS to aid the company in improving its performance

---

Suspected Entry: **77% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

BHUIYAN, F., CHOWDHURY, M., & FERDOUS, F

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Bhuiyan, F., Chowdhury, M

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**HISTORICAL EVOLUTION OF HUMAN RESOURCE
INFORMATION SYSTEM (HRIS)**

Source - Another student's paper: Author: Tiffany
Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;
Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT
.docx

Historical evolution of human resource information
system (HRIS)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**AN INTERFACE BETWEEN HR AND COMPUTER
TECHNOLOGY**

Source - Another student's paper: Author: Tiffany
Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;
Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT
.docx

An interface between HR and computer technology

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**MODELS FOR SUCCESSFULLY IMPLEMENTING
CHANGE**

Source - Another student's paper: Author: Tiffany
Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;
Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT
.docx

Models for successfully implementing change

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

HUMAN RESOURCE INFORMATION SYSTEMS

Source - Another student's paper: Author: Tiffany
Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;
Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT
.docx

Human Resource Information Systems

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**BASICS, APPLICATIONS, AND FUTURE
DIRECTIONS (4TH ED.)**

Source - Another student's paper: Author: Tiffany
Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM;
Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT
.docx

Basics, Applications, and Future Directions (4th ed.)

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

SAGE PUBLICATIONS, INC

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

SAGE Publications, Inc

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

ZILLER, A., & PHIBBS, P

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Ziller, A., & Phibbs, P

Suspected Entry: **99% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

INTEGRATING SOCIAL IMPACTS INTO COST-BENEFIT ANALYSIS

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Integrating social impacts into cost-benefit analysis

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

A PARTICIPATIVE METHOD

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

a participative method

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

THE NSW AREA ASSISTANCE SCHEME

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

the NSW area assistance scheme

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

IMPACT ASSESSMENT AND PROJECT APPRAISAL, 21(2), 141-146

Source - Another student's paper: Author: Tiffany Dunn; Submitted: Sat, Aug 22 2020, 1:12 PM; Filename: TIFFANY DUNN HRIS 3RD ASSIGNMENT .docx

Impact Assessment And Project Appraisal, 21(2), 141-146

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

WALTER FRAZIER HRM 520 HUMAN RESOURCE INFORMATION DR LATRICE L

Source - Another student's paper: Author: Walter Frazier; Submitted: Thu, Feb 04 2021, 12:30 AM; Filename: HRM 520 Strategic Human Resources Information Week 3 Assignment SYSTEM DEVELOPMENT LIFE CYCLE PHASES I & II 2.docx

Walter Frazier HRM 520 Human Resource Information Dr Latrice L

Suspected Entry: **68% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

LOVE FEBRUARY 15, 2021

Source - Another student's paper: Author: Walter Frazier; Submitted: Thu, Feb 04 2021, 12:30 AM; Filename: HRM 520 Strategic Human Resources Information Week 3 Assignment SYSTEM DEVELOPMENT LIFE CYCLE PHASES I & II 2.docx

Love February 4, 2021

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

ARTICLE.SAPUB.ORG

Source - Another student's paper

Article.sapub.org

Suspected Entry: **83% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development

Source - Another student's paper: Author: Jasmine Owens; Submitted: Fri, Jan 25 2019, 5:24 PM;

Life Cycle PT 2.docx

**RETRIEVED 20 AUGUST 2020, FROM
HTTP://ARTICLE.SAPUB.ORG/10.5923.J.HRMR.201
40404.01.HTML**

Filename: Human Resource Management- HRIS.docx

Retrieved from
http://article.sapub.org/10.5923.j.hrmr.20140404.01.ht
ml Rietsema, Dave

Suspected Entry: **79% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**DWIVEDI, Y., WAS TELL, D., LAMER, S.,
HENRIKSEN, H., MYERS, M., & BUNKER, D**

Source - ProQuest Document

Dwivedi, Y., Wastell, D., Laumer, S., Henriksen, H.,
Myers, M., Bunker, D.,

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**INFORMATION SYSTEMS FRONTIERS, 17(1), 143-
157**

Source - ProQuest Document

Information Systems Frontiers, 17(1), 143–157

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

**RESEARCH ON INFORMATION SYSTEMS
FAILURES AND SUCCESSES**

Source - Another student's paper

Research on Information Systems Failures and
Successes

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources
Information Week 7 Assignment System Development
Life Cycle PT 2.docx

STATUS UPDATE AND FUTURE DIRECTIONS

Source - Another student's paper

Status Update and Future Directions

Suspected Entry: **100% match**

Uploaded - HRM 520 Strategic Human Resources Information Week 7 Assignment System Development Life Cycle PT 2.docx

HTTPS://DOI.ORG/10.1007/S10796-014-9500-Y

Source - Another student's paper

https://doi.org/10.1007/s10796-014-9500-y