Human Resource Management Information Systems
Group Project Assignment

Goal: To offer students the opportunity to initiate a project in an organization, and gain an understanding of one of several project methodologies

Assignment: Choose one of the three options listed below, submit a proposal, discuss the proposal with the instructor and approve, research and write analysis, present analysis and findings in class.

Resources: Web page [http://www.csus.edu/indiv/r/rengstorffj/obe152-spring02/GroupProject.html](http://www.csus.edu/indiv/r/rengstorffj/obe152-spring02/GroupProject.html)

3 options:
1. Build a business case for an HRIS
2. Initiate a Business Process Engineering process
3. Initiate an FSR process

Learning objectives:

- Actively analyze and propose a change for an HRIS in an organization, using yourself as either a change agent external to the organization, or internally from your role within the organization.
- Assess the needs and the culture of an organization.
- Organize and reflect upon your work through the exercise of writing the project and presenting it.
- Find opportunities to share your experiences with fellow students to create opportunity for shared learning.
- Reflect on developmental changes in you as a professional that occur as a result of undertaking the project.

Steps:
1. Choose an organization that might have a need to change their way of doing HR.
2. Be reasonably sure the organization can spend the time with the group to gather good information. Ideally, the organization will benefit from the recommendations set forth by the analysis.
3. Choose the style of project; a business case, a BPR project, or an FSR style analysis.
4. Create proposal and submit
5. Discuss proposal with the instructor to determine relevance and scope.
6. Work with the company and the instructor to perform the analysis and create some recommendations.
7. Present overview and findings with class in a 15-20 minute presentation.

Outline of proposal:
- Project type, i.e., business case, BPR, FSR
- Short project description
- Clear identification of the issue to be addressed
- Who in the organization will sponsor the initiative
- Brief cultural description of the organization
- Process of information gathering (interviews, surveys, etc)
- Proposed work to be done with and estimated timetable
- Identification of your assumptions and concerns about the project
- Identification of what you want to learn from the process.
- Tentative task assignment of group members

Outline of project and presentation:
- Overview of company
- According to project type:
  - See business case outline
  - See BPR
  - See FSR
- List of references (APA or MLA format, references listed below)

Evaluation criteria:
- How well did the group understand the problem?
- Quality of the presentation; was it organized, neatly done, and clearly written?
- Quality of the research; how extensive and detailed was your research?
- How thorough was the analysis within the scope set at project initiation?
- Were the actions outlined in your proposal implemented?
- What did you learn from the experience?
- Did you demonstrate a grasp of the literature and discussions that were most significant and relevant to your project?
- The peer evaluations
Citations and references:

- Because this is a research assignment, information presented in the proposals must be adequately documented. All projects must include a bibliography and references.
- Use MLA or APA style for citations and references
- [http://www.bedfordstmartins.com/online/citex.html](http://www.bedfordstmartins.com/online/citex.html)
- Visits and/or phone calls, must be footnoted and include the time and date and name and location of the company, name of the contact person, contact number and e-mail for the person contacted.

Deliverables:

- Proposal
- Project
- Presentation
- Project contribution of the team members included in peer evaluations

Formatting:

- The reports must be doubled spaced, using Times New Roman, 12-point font
- Have 3/4” margins all around.
- Proposal length should be about 5 pages long (excluding reference materials) and include the following elements: cover page, table of contents, page numbering. DO NOT use a special binder for this report.
- Report length should be 15-20 pages long (excluding reference materials) and include the elements outlined in the “Outline of Project” section.
Notes:

The group project is a structure and supervised process in which each group develops and proposes a planned change project in the HRIS arena. The project is limited in scope by time and resources. The project should promote learning for the group and be of value to the organization.

The report is meant for an audience of managers in an organization. The group is proposing a change to the management that can benefit from, and approve of, a change.

The projects are also intended to bring about useful change, improvements, or understanding of organization HRIS systems.