
MAN3322 CHAPTER 7 CASE

1. What are some of the costs and benefits involved in this investment in an HRIS? Which would you be sure to include in your CBA of this project and why?

There may be some costs and advantages to be weighed, several common factors, but there will be additional costs of services with each organization and execution.

Few samples are shown below: Installer service, software fee/license fee, software support, analyzer/administrator, training manager, data analysis, etc. During the migration to the current machine loss productivity.

Benefits may include reduced reporting time, more reliable employee records, easier employee data access, removal of long and difficult paper files, increased employee morals (mainly if HRIS was used to indicate employee birthdays or specific achievements).

In the case of Investments Associates Inc. in the case study, the initial expenses will be very high since no HRIS has been used in the past, but they would benefit considerably.

2. Explain how to calculate a CBA to justify the HRIS project. Would you use cost reduction or organizational enhancement (or both) as a strategy for justifying the purchase?

Risk avoidance is used to remove or reduce major potential threats facing the organ as investments are thought of. Risk avoidance justifications concentrate on the severity and likelihood of risks and are therefore not supported in a comprehensive CBA investment report. Examples of risk avoidance; Y2K, regulated compliance, and potential failure of legacy systems.

Organizational enhancement clarifies how adding a new HRIS would enhance the productivity of the company. The probability of actual failure is not reflected in improvements in no motion. There is also no feeling of urgency. More strict assistance needs, improved HRIS saved expenses thanks to higher revenues.

3. What are the three common problems that could occur in your CBA for an HRIS? How would you avoid them?

As Investments Associates Inc. embarks on a CBA, it should make sure that three common issues are avoided: 1 The first challenge to avoid is to attempt to explain the list of expenses with one benefit, such as creating the only benefit of improved reporting for Jim. This can be prevented by showing that the terms of work equity/BEE status/SARS are precise and correct. 2 The second issue they can seek to avoid is that such expenses are listed as direct cost savings while indirect cost savings for Jim, Marian, and Sylvia are mentioned. It would be possible to prevent this issue by proving that saved time could be used on other tasks. Jim could spend more time with customers. For example, Marian could train on the HRIS, and Sylvia could create training and learning plans for employees. 3 The ultimate common challenge that can be avoided is to ensure that time-saving benefit figures are reasonable. Many investments in HRIS are designed to save employees time and make this a regular part of CBA HR technology.

4. What are some of the ways you can use the HR metrics that would be available after the implementation of an HRIS to justify its purchase?

The reduction in staff attrition and enhanced observance of federal and national laws and regulations are critical factors that may further validate the expense of HRIS. These are also some HR metrics that help to maximize the efficiency of a performance improvement scheme. The cost of HRIS can be seen as an expenditure rather than as an expense.

5. Finally, and most important, explain how variance estimates that can be generated for a CBA would be useful to Jim in the management of his company.

The variance calculations for a CBA can be useful for contingencies management as a cash reserve. The organization's profit would also remain unimpacted.