Due Week 5 and worth 220 points

Now that you assessed the business, identified some of the inefficient HR related processes plaguing Larson Property Management Company, and pinpointed a few possible solutions, it is time to choose an HRIS application that will best suit the business. In this assignment, you will provide a blueprint for the new system, and select a vendor that provides the type of HRIS you believe is most efficient and effective.

To prepare for this assignment, review the Larson Property Management Company case scenario, and then research logical process modeling with data flow diagrams and HRIS vendors that may suit the needs for Larson Property Management.

**Instructions:**

Write a three to four-page proposal, in which you:

Two Ways to View an HRIS: Data Versus Process

**1). Explain the importance of viewing the HRIS from both a data and process perspective. Next, explain how the change team will use this information to address identified needs from Phase II: Analysis.**

**This question answer is on the 1st page of the cheat sheet**

Logical Process Modeling with Data Flow Diagrams and Physical Design Choice

**2. Explain how the ATS system works.**

**Number two question is on the 2nd page of the cheat sheet**

**2. Explain how you are going to build the physical design. You have to draw the design or you can use the one on page 3 of the cheat sheet and insert your own information in the boxes.**

**This explanation of this question is on the 3rd page of the cheat sheet**

Choose HRIS Vendor

**3. Now that you know the type of HRIS you will be implementing, it is time to choose an HRIS vendor. Compare and contrast three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Based on your comparison, choose the HRIS vendor that you will recommend to your client, and explain the main reason why you decided to choose this vendor over the others.**

**You can search the internet and pick a vendor.**

**You could say based on the research on line and the textbook, I have decided to pick these three vendors because------**

**The reasons of these vendors are on the 6th page of the cheat sheet.**

**You start out by saying: based on discussions with the stakeholder on the project team; the company has decided to hire a third party vendor to help with building the HRIS System. After a thorough researched of all the available vendors, we have decided to pick vendor X (for the vendor you will find). In choosing vendor X we found that they were very good with system functionality----- blab blab, blab, blab**

**They show to be excellence in IT Architecture and IT Integration----- blab, blab, blab..**

**Finally, they have a reasonable price---- blab, blab, blab**

**And this part is done**

Resources

**My textbook is Human Resource information Systems**

**Written and edited by Michael J. kavanagh and Richard D. Johnson**

**4th edition/ New York**

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4. Use at least three quality academic resources in this assignment. **Note:** Wikipedia and similar websites do not qualify as academic resources.

Your assignment must follow these formatting requirements:

* Typed, double spaced, using Times New Roman font (size 12), with one-inch margins on all sides.
* Include a cover page containing the title of the assignment, your name, your professor’s name, the course title, and the date. The cover page is not included in the required page length.
* Include a reference page. Citations and references must follow APA format. The reference page is not included in the required page length.

The specific course learning outcomes associated with this assignment are:

* Create an HRIS needs analysis and evaluate the acquisition process.
  + Understand the purpose and components of the Data Flow Diagram (DFD).
  + Understand the various criteria used to evaluate vendor proposals.