



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 31533			
Course Name		Digital Human Resource Management			
Semester		3000 Level - Semester I			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description Digital HRM focuses on designing and implementing HRM functions and processes using integrated computerised and advanced information technologies in managing employees to achieve optimal HR outcomes. This course provides knowledge and skills to understand the technological transformation of HRM functions in the digital world of work.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain key theoretical concepts, theories, and models in technology adoption in HRM.				1, 2, 3	
2. Analyse the role of digital technologies in transforming HR functions.				5, 10, 19, 24	
3. Describe the skills needed to adopt digital HRM technologies.				3, 5, 24, 25	
4. Discuss the challenges in adopting technology applications in HRM functions.				8, 18, 26	
5. Evaluate the contribution of digital HRM in enhancing the efficiency and effectiveness of HRM functions and organisational performance.				3, 18, 19, 21	
Course Content				Hours	ILOs
1. Introduction to Digital HRM				3	1
2. Evolution of Technological Changes in HRM				6	1, 2
3. Key Approaches to Digital-HRM				3	2
4. Artificial Intelligence in HRM				9	2, 4, 5
5. Social Media, Gamification, Cloud Computing				6	2, 4, 5
6. Internet of Things (IoT), Metaverse, Mobile Technologies and Other Emerging Technologies for HRM				6	2, 4, 5
7. Key Success Factors for Digital-HRM Implementation				3	2, 4, 5
8. Developing New Technology Skills (HR Managers and Employees)				3	3
9. Ethical, Social, and Legal Issues in Digital HRM				6	4
Teaching Methods					
Lectures, Tutorials, Case studies, Guest lectures, Group discussions, and Practical sessions.					

Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Thite, M. <i>e-HRM: Digital approaches, directions & applications</i>. New York: Routledge. The latest edition. 2. Bondarouk, T., Ruël, H., & Roeleveld, B. <i>Exploring electronic HRM: Management fashion or fad</i>. In A. Wilkinson., N. A. Bacon., S. A. Snell & D. Lepak, D. (Eds.). <i>The sage handbook of human resource management</i> (pp. 271-290). Sage publications. 3. Malik, A., Srikanth, N. R., & Budhwar, P. (2020 or The latest edition). <i>Digitisation, artificial intelligence (AI) and HRM</i>. In J. Crawshaw, P. Budhwar, & A Davis (Eds.), <i>Human resource management: Strategic and international perspectives</i> (pp. 88–111). Sage publications.		