Mastering Human Resources Information Systems (HRIS)

5 – 9 July 2027
Kigali (Rwanda)

UK Traininig
PARTNER



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Why This Course

In today's people-driven organizations, Human Resources Information Systems have become essential for improving efficiency, supporting strategic decision-making, and strengthening the overall employee experience. HR professionals are no longer expected to manage records and processes manually. They are now required to use technology to streamline operations, protect sensitive data, integrate systems, and generate insights that support workforce planning and business performance.

This comprehensive 1-week course equips HR professionals with the knowledge and skills to effectively implement, manage, and leverage Human Resources Information Systems. Participants will explore HRIS fundamentals, strategic data management, system integration, analytics, and emerging trends in HR technology.

What You'll Learn and Practice

By joining this program, you will:

- Understand HRIS architecture and implementation strategies.
- Develop proficiency in HR data management and security.
- Learn to integrate HRIS with other business systems.
- Master HR analytics for data-driven decision-making.
- Explore emerging trends and innovations in HR technology.

The Program Flow

Day 1: HRIS Fundamentals and Strategic Implementation

- Introduction to HRIS: Components and benefits.
- HRIS architecture and system types.
- Strategic planning for HRIS implementation.
- Change management and user adoption strategies.

Day 2: HR Data Management and Security

- HR data structures and database management.
- Data quality and integrity best practices.
- Data privacy and security regulations GDPR, CCPA.
- Developing data governance policies.



Day 3: HRIS Integration and Process Automation

- Integrating HRIS with other enterprise systems.
- Automating core HR processes onboarding, payroll, benefits.
- Employee self-service portals and mobile applications.
- API management and system interoperability.

Day 4: HR Analytics and Reporting

- Introduction to HR analytics and metrics.
- Building effective HR dashboards and reports.
- Predictive analytics for workforce planning.
- Data visualization techniques for HR insights.

Day 5: Emerging Trends and Future of HRIS

- AI and machine learning in HR technology.
- Blockchain applications in HRIS.
- Cloud-based HRIS solutions and considerations.
- Evaluating and selecting HRIS vendors.

Individual Impact

- Strengthen your ability to understand and manage HRIS more effectively.
- Enhance your skills in HR data management, security, and system integration.
- Build stronger capability in using HR analytics for better decision-making.
- Gain practical insight into emerging technologies shaping the future of HR.

Work Impact

- Improve HR efficiency through better system implementation and process automation.
- Strengthen data governance, compliance, and information security across HR operations.
- Support more informed workforce planning and executive decision-making through analytics.
- Enhance the organization's ability to select, implement, and optimize HR technology solutions.

Training Methodology

This program integrates HR technology knowledge, practical application, and strategic thinking to ensure real-world relevance and professional impact. Learning methods include:

- Real-world case studies on HRIS implementation, integration, and optimization.
- Practical exercises in data governance, system planning, and analytics design.
- Interactive workshops on process automation, dashboards, and HR technology trends.
- Group discussions on user adoption, vendor evaluation, and digital transformation in HR.
- Frameworks and tools for applying HRIS strategies effectively in organizational settings.



Beyond the Course

Upon completion, participants will be better equipped to manage HRIS initiatives with greater confidence, clarity, and strategic awareness. They will return ready to:

- Support stronger HRIS implementation and integration efforts.
- Improve HR data management, security, and reporting practices.
- Use analytics more effectively to support workforce and business decisions.
- Contribute to more efficient, data-driven, and future-ready HR operations.

