



Assignment 2: System Development Life Cycle: Phase III – Design

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.

Logical Process Modeling with Data Flow Diagrams and Physical Design Choice

2. Based on your research of logical process modeling with data flow diagrams, explain the key business activities and processes in the HR system, and how the data will flow. Next, determine the physical design and explain your reasoning for the design. Defend your decisions with theory and findings from past readings and class activities.

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.

Resources

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:
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- 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.

Grading for this assignment will be based on answer quality, logic/organization of the paper, and language and writing skills, using the following rubric:

Points: 220	Assignment 2: System Development Life Cycle: Phase III – Design			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
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. Weight: 25%	Did not submit or incompletely explained the importance of viewing the HRIS from both a data and process perspective. Did not submit or incompletely explained how the change team will use the information to address identified needs from Phase II: Analysis.	Partially explained the importance of viewing the HRIS from both a data and process perspective. Partially explained how the change team will use the information to address identified needs from Phase II: Analysis.	Satisfactorily explained the importance of viewing the HRIS from both a data and process perspective. Satisfactorily explained how the change team will use the information to address identified needs from Phase II: Analysis.	Thoroughly explained the importance of viewing the HRIS from both a data and process perspective. Thoroughly explained how the change team will use the information to address identified needs from Phase II: Analysis.
2. Based on your research of logical process modeling with data flow diagrams, explain the key business activities and processes in the HR system, and how the data will flow. Next, determine the physical design and explain your reasoning for the design. Defend your decisions with theory and findings from past readings and class activities. Weight: 30%	Did not submit or incompletely explained the key business activities and processes in the HR system, and how the data will flow. Did not submit or incompletely determined the physical design and did not submit or incompletely explained the reasoning for the design. Did not submit or incompletely defended the decisions with theory and findings from past readings and class activities.	Partially explained the key business activities and processes in the HR system, and how the data will flow. Partially determined the physical design and thoroughly explained the reasoning for the design. Partially defended the decisions with theory and findings from past readings and class activities.	Satisfactorily explained the key business activities and processes in the HR system, and how the data will flow. Satisfactorily determined the physical design and thoroughly explained the reasoning for the design. Satisfactorily defended the decisions with theory and findings from past readings and class activities.	Thoroughly explained the key business activities and processes in the HR system, and how the data will flow. Thoroughly determined the physical design and thoroughly explained the reasoning for the design. Thoroughly defended the decisions with theory and findings from past readings and class activities.

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. Weight: 30%	Did not submit or incompletely compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Did not submit or incompletely chose the HRIS vendor that you will recommend to your client, and did not submit or incompletely explained the main reason why you decided to choose this vendor over the others.	Partially compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Partially chose the HRIS vendor that you will recommend to your client, and partially explained the main reason why you decided to choose this vendor over the others.	Satisfactorily compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Satisfactorily chose the HRIS vendor that you will recommend to your client, and satisfactorily explained the main reason why you decided to choose this vendor over the others.	Thoroughly compared and contrasted three vendors, including a description of the cost, capabilities, and HR functions that the HRIS caters to. Thoroughly chose the HRIS vendor that you will recommend to your client, and thoroughly explained the main reason why you decided to choose this vendor over the others.
4. 3 references Weight: 5%	No references provided.	Does not meet the required number of references; some or all references poor quality choices.	Meets number of required references; all references high quality choices.	Exceeds number of required references; all references high quality choices.
5. Clarity, writing mechanics, and formatting requirements Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present