

 WEEK 7**Assignment 3: System Development Life Cycle: Phases IV & V Implementation and Maintenance**

Larry Douglas 1

Due Week 7 

With the justification of an HRIS solidified, you need to show your client how you will implement the HRIS using one of the change models discussed in our text. You will also need to explain and justify cost associated with implementation via a cost benefit analysis. You want to ensure the system is properly maintained and evaluated for continuous improvement. Therefore, you include a maintenance and evaluation plan in your proposal.

Instructions:

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

Change Management

1. Discuss the various reasons system implementation fails. Compare and contrast various change models. Then select a change model to use during system implementation. Provide details of how you will use the change model and justify why you selected one model over the other models. Explain the various steps that should be included to ensure the change model is effective.

HRIS Implementation

2. Discuss the activities that are necessary prior to the system going live and provide a timeline for these activities. Specify which change management team member will be responsible for each activity and explain their role.

Cost Benefit Analysis

3. Create a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Analyze the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the dollar amount for each, estimates on when the organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.

Maintenance

4. Discuss how you will ensure the system is properly maintained and evaluated for continuous improvement.

Resources

5. 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 management of change through the perspectives of various change models.
 - Create a project management plan and prepare the organization for the implementation.

Click [here](#) to view the rubric for this assignment.

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Exit

Grid View

List View

	Unacceptable 0 - 69% F	Fair 70 - 79% C	Proficient 80 - 89% B	Exemplary 90 - 100% A
HRM520-A3-1 1. Discuss the various reasons system implementation fails. Compare and contrast various change models. Then select a change model to use during system implementation. Provide details of how you will use the change model and justify why you selected one model over the other models. Explain the various steps that should be included to ensure the change model is effective.	0 (0.00%) - 49.68 (20.70%) Did not submit or incompletely discussed the various reasons system implementation fails. Did not submit or incompletely compared and contrasted the various change models. Did not submit or incompletely selected a change model to use during system implementation. Did not submit or incompletely provided details of how you will use the change model and did not submit or incompletely justified why you selected one model over the other models. Did not submit or incompletely explained the various steps that should be included to ensure the	50.4 (21.00%) - 56.88 (23.70%) Partially discussed the various reasons system implementation fails. Partially compared and contrasted the various change models. Partially selected a change model to use during system implementation. Partially provided details of how you will use the change model and partially justified why you selected one model over the other models. Partially explained the various steps that should be included to ensure the change model is effective.	57.6 (24.00%) - 64.08 (26.70%) Satisfactorily discussed the various reasons system implementation fails. Satisfactorily compared and contrasted the various change models. Satisfactorily selected a change model to use during system implementation. Satisfactorily provided details of how you will use the change model and satisfactorily justified why you selected one model over the other models. Satisfactorily explained the various steps that should be included to ensure the change model is effective.	64.8 (27.00%) - 72 (30.00%) Thoroughly discussed the various reasons system implementation fails. Thoroughly compared and contrasted the various change models. Thoroughly selected a change model to use during system implementation. Thoroughly provided details of how you will use the change model and thoroughly justified why you selected one model over the other models. Thoroughly explained the various steps that should be included to ensure the change model is effective.

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	change model is effective.			
HRM520-A3-2 2. Discuss the activities that are necessary prior to the system going live and provide a timeline for these activities. Specify which change management team member will be responsible for each activity and explain their role.	0 (0.00%) - 33.12 (13.80%) Did not submit or incompletely discussed the activities that are necessary prior to the system going live and did not submit or incompletely provided a timeline for these activities. Did not submit or incompletely specified which change management team member will be responsible for each activity and did not submit or incompletely explained their role.	33.6 (14.00%) - 37.92 (15.80%) Partially discussed the activities that are necessary prior to the system going live and satisfactorily provided a timeline for these activities. Partially specified which change management team member will be responsible for each activity and partially explained their role.	38.4 (16.00%) - 42.72 (17.80%) Satisfactorily discussed the activities that are necessary prior to the system going live and satisfactorily provided a timeline for these activities. Satisfactorily specified which change management team member will be responsible for each activity and satisfactorily explained their role.	43.2 (18.00%) - 48 (20.00%) Thoroughly discussed the activities that are necessary prior to the system going live and thoroughly provided a timeline for these activities. Thoroughly specified which change management team member will be responsible for each activity and thoroughly explained their role.
HRM520-A3-3 3. Create a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Analyze the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the dollar amount for each, estimates on	0 (0.00%) - 41.4 (17.25%) Did not submit or incompletely created a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Did not submit or incompletely analyzed the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the	42 (17.50%) - 47.4 (19.75%) Partially created a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Partially analyzed the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the dollar amount for each, estimates on when the	48 (20.00%) - 53.4 (22.25%) Satisfactorily created a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Satisfactorily analyzed the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the dollar amount for each, estimates	54 (22.50%) - 60 (25.00%) Thoroughly created a cost benefit analysis matrix for the HRIS vendor you chose during Phase III: Design. Thoroughly analyzed the cost justification strategies that you will use to justify the cost of the HRIS, including data that identify each benefit and cost component examined, estimates of the dollar amount for each, estimates

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when the organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.	dollar amount for each, estimates on when the organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.	organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.	on when the organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.	on when the organization will incur each cost and receive each benefit, and documentation justifying each decision you made in listing these benefits.
HRM520-A3-4 4. Discuss how you will ensure the system is properly maintained and evaluated for continuous improvement.	0 (0.00%) - 16.56 (6.90%) Did not submit or incompletely discussed how you will ensure the system is properly maintained and evaluated for continuous improvement.	16.8 (7.00%) - 18.96 (7.90%) Partially discussed how you will ensure the system is properly maintained and evaluated for continuous improvement.	19.2 (8.00%) - 21.36 (8.90%) Satisfactorily discussed how you will ensure the system is properly maintained and evaluated for continuous improvement.	21.6 (9.00%) - 24 (10.00%) Thoroughly discussed how you will ensure the system is properly maintained and evaluated for continuous improvement.
HRM520-A3-5 5. 3 References	0 (0.00%) - 8.28 (3.45%) No references provided.	8.4 (3.50%) - 9.48 (3.95%) Does not meet the required number of references; some or all references poor quality choices.	9.6 (4.00%) - 10.68 (4.45%) Meets number of required references; all references high quality choices.	10.8 (4.50%) - 12 (5.00%) Exceeds number of required references; all references high quality choices.
6. Clarity, writing mechanics, and formatting requirements	0 (0.00%) - 16.56 (6.90%) More than 6 errors present.	16.8 (7.00%) - 18.96 (7.90%) 5-6 errors present.	19.2 (8.00%) - 21.36 (8.90%) 3-4 errors present.	21.6 (9.00%) - 24 (10.00%) 0-2 errors present.

The rubric total value of 0.00 has been overridden with a value of 0.00 out of 240.

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Exit