

- 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:

- Analyze the strategy of the organization, the HR strategy, and HR programs with Human Resource Information Systems (HRIS).
 - Define the systems development life cycle (SDLC).
 - Explain how the analysis phase of the SDLC informs the needs analysis process.
 - Evaluate key elements and system considerations in the design of HRIS.
- Create an HRIS needs analysis and evaluate the acquisition process.
 - Understand the various criteria used to evaluate vendor proposals.
 - Understand the management of change through the perspectives of various change models.
- Create a project management plan and prepare the organization for the implementation.
 - Identify the various costs and benefits in a CBA of an HRIS investment.
 - Explain the differences between direct and indirect benefits and costs.
- Analyze the complexities of HRIS administration.
 - Evaluate the use of the Internet to achieve organizational recruiting, training, and development objectives.

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: 280	Assignment 4: Phase IV – Plan Summary			
Criteria	Unacceptable Below 70% F	Fair 70-79% C	Proficient 80-89% B	Exemplary 90-100% A
1. Identify the current issues the business is facing based on the details of the scenario and provide a plan and analysis for an HRIS based on those issues. Weight: 15%	Did not submit or incompletely identified the current issues the business is facing based on the details of the scenario and did not submit or incompletely provided a plan and analysis for an HRIS based on those issues.	Partially identified the current issues the business is facing based on the details of the scenario and partially provided a plan and analysis for an HRIS based on those issues.	Satisfactorily identified the current issues the business is facing based on the details of the scenario and satisfactorily provided a plan and analysis for an HRIS based on those issues.	Thoroughly identified the current issues the business is facing based on the details of the scenario and thoroughly provided a plan and analysis for an HRIS based on those issues.

2. Provide a blueprint for the new system and propose a type of HRIS for the organization that you believe is the most efficient and effective. Discuss the function that the HRIS serves, and identify how that system will solve the business issue. Weight: 20%	Did not submit or incompletely provide a blueprint for the new system and propose a type of HRIS for the organization that you believe is the most efficient and effective. Did not submit or incompletely discussed the function that the HRIS serves, and did not submit or incompletely identified how that system will solve the business issue.	Partially provide a blueprint for the new system and propose a type of HRIS for the organization that you believe is the most efficient and effective. Partially discussed the function that the HRIS serves, and partially identified how that system will solve the business issue.	Satisfactorily provide a blueprint for the new system and propose a type of HRIS for the organization that you believe is the most efficient and effective. Satisfactorily discussed the function that the HRIS serves, and satisfactorily identified how that system will solve the business issue.	Thoroughly provide a blueprint for the new system and propose a type of HRIS for the organization that you believe is the most efficient and effective. Thoroughly discussed the function that the HRIS serves, and thoroughly identified how that system will solve the business issue.
3. Compare and contrast at least three HRIS vendors. Based on this comparison, make a case for the one vendor that you recommend for your client. Weight: 15%	Did not submit or incompletely compared and contrasted at least three HRIS vendors. Based on this comparison, did not submit or incompletely made a case for the one vendor that you recommend for your client.	Partially compared and contrasted at least three HRIS vendors. Based on this comparison, partially made a case for the one vendor that you recommend for your client.	Satisfactorily compared and contrasted at least three HRIS vendors. Based on this comparison, satisfactorily made a case for the one vendor that you recommend for your client.	Thoroughly compared and contrasted at least three HRIS vendors. Based on this comparison, thoroughly made a case for the one vendor that you recommend for your client.
4. Determine how you will implement the HRIS using one of the change models discussed in our text. Weight: 10%	Did not submit or incompletely determined how you will implement the HRIS using one of the change models discussed in our text.	Partially determined how you will implement the HRIS using one of the change models discussed in our text.	Satisfactorily determined how you will implement the HRIS using one of the change models discussed in our text.	Thoroughly determined how you will implement the HRIS using one of the change models discussed in our text.

5. Create a project management roadmap for the client with projected timelines. Discuss the costs associated with the implementation, justifying your claims with a cost benefit analysis. Weight: 15%	Did not submit or incompletely created a project management roadmap for the client with projected timelines. Did not submit or incompletely discussed the costs associated with the implementation, did not submit or incompletely justified your claims with a cost benefit analysis.	Partially created a project management roadmap for the client with projected timelines. Partially discussed the costs associated with the implementation, partially justified your claims with a cost benefit analysis.	Satisfactorily created a project management roadmap for the client with projected timelines. Satisfactorily discussed the costs associated with the implementation. Satisfactorily justified your claims with a cost benefit analysis.	Thoroughly created a project management roadmap for the client with projected timelines. Thoroughly discussed the costs associated with the implementation, thoroughly justified your claims with a cost benefit analysis.
6. Explain how you will ensure the system is properly maintained and evaluated for continuous improvement. Weight: 10%	Did not submit or incompletely explained how you will ensure the system is properly maintained and evaluated for continuous improvement.	Partially explained how you will ensure the system is properly maintained and evaluated for continuous improvement.	Satisfactorily explained how you will ensure the system is properly maintained and evaluated for continuous improvement.	Thoroughly explained how you will ensure the system is properly maintained and evaluated for continuous improvement.
7. 4 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.
8. Clarity, writing mechanics, and formatting requirements (table of contents, executive summary, etc.). Weight: 10%	More than 6 errors present	5-6 errors present	3-4 errors present	0-2 errors present