



Australian Government

BSBHRM414 Use human resources information systems

Release: 2

BSBHRM414 Use human resources information systems

Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.
Release 2	This version first released with BSB Business Services Training Package Version 7.1. Version created to rectify typographical error.

Application

This unit describes the skills and knowledge required to use human resource information systems.

The unit applies to individuals with a theoretical knowledge of human resource management and human resource information systems (HRIS) who use technical and managerial techniques to plan, carry out and evaluate their own work and the work of a team.

No licensing, legislative or certification requirements apply to this unit at the time of publication.

Unit Sector

Technical Skills – Human Resources

Elements and Performance Criteria

ELEMENT	PERFORMANCE CRITERIA
<i>Elements describe the essential outcomes.</i>	<i>Performance criteria describe the performance needed to demonstrate achievement of the element.</i>
1. Identify and collect required HRIS data inputs	1.1 Identify HRIS data requirements 1.2 Collect, and collate data of relevant stakeholders 1.3 Document and input collated data into HRIS
2. Use HRIS information and functions	2.1 Access HRIS database and retrieve relevant information 2.2 Use payroll function in HRIS 2.3 Use recruitment and retention functions in HRIS 2.4 Use other required functions in HRIS according to

ELEMENT	PERFORMANCE CRITERIA
	organisational policies and procedures
3. Monitor and evaluate own use of HRIS	3.1 Monitor own use of HRIS 3.2 Obtain feedback from relevant stakeholder about the system performance 3.3 Identify performance gaps and recommend improvements

Foundation Skills

This section describes those language, literacy, numeracy and employment skills that are essential to performance but not explicit in the performance criteria.

SKILL	DESCRIPTION
Reading	Interprets textual information obtained from a range of sources and determines how content may be applied to individuals and organisational requirements
Writing	Demonstrates clear writing skills by selecting appropriate conventions and stylistic devices to express precise meaning relevant to context and audience
Oral Communication	- Draws on a repertoire of open questioning and active listening to obtain feedback and confirm requirements - Uses appropriate terminology and non-verbal features to explain requirements
Numeracy	- Completes basic calculations to determine time taken to complete work within predetermined timelines - Prepares basic estimates, cost benefit and risk analyses according to pre-existing budgets
Self-management	- Adheres to all relevant organisational policies and procedures, and considers own role in terms of its contribution to broader goals of work environment - Accepts responsibility for planning and sequencing complex tasks and workload, negotiating key aspects with others - Monitors progress of plans and schedules, and reviews and changes them to meet new demands and priorities
Teamwork	Collaborates with others to achieve joint outcomes, playing an active role in facilitating effective group interaction
Problem solving	- Applies systematic and analytical decision-making processes for complex and non-routine situations - Uses evaluation and analysis as a means to continuously improve work practices and processes

Unit Mapping Information

No equivalent unit. Supersedes but is not equivalent to BSBHRM502 Manage human resource management information systems.

Links

Companion Volume Implementation Guide is found on VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>

Assessment Requirements for BSBHRM414 Use human resources information systems

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Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- use at least five different functions of a human resource information system (HRIS).

In the course of the above, the candidate must:

- monitor use of HRIS and recommend improvements
- collect data to input into HRIS.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- common features and functions of an HRIS
- key methods of monitoring use of human resource management functions
- organisational policies, procedures, protocols and processes applicable to using HRIS.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- workplace resources relevant to performance evidence
- relevant policies and procedures
- relevant legislation, regulations and codes of practice.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

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