

# Course : Managing your HRIS project

Synthesis course - 2d - 14h00 - Ref. SIH

Price : 2020 € E.T.

★★★★☆ 4,8 / 5

Un projet SIRH (Système d'Information de gestion des Ressources Humaines) est toujours délicat et les enjeux pour l'entreprise multiples. Ce cours vous propose les clés pour conduire votre projet SIRH, anticiper les freins, les risques et accompagner le changement à chaque étape du projet.

## Teaching objectives

At the end of the training, the participant will be able to:

- ✓ Evaluate the opportunity and scope of an HRIS project
- ✓ Identify the main HRIS modules
- ✓ Define and use HRIS project management tools
- ✓ Managing an HRIS project and the change management it implies

## Intended audience

RRH, DRH, responsables de service, DSI.

## Prerequisites

No special knowledge required.

## Practical details

### Hands-on work

Brainstorming, HRIS analysis, case studies and action plans.

### Teaching methods

Case studies. Brainstorming. Exchange of experiences.

## Course schedule

### PARTICIPANTS

RRH, DRH, responsables de service, DSI.

### PREREQUISITES

No special knowledge required.

### TRAINER QUALIFICATIONS

The experts leading the training are specialists in the covered subjects. They have been approved by our instructional teams for both their professional knowledge and their teaching ability, for each course they teach. They have at least five to ten years of experience in their field and hold (or have held) decision-making positions in companies.

### ASSESSMENT TERMS

The trainer evaluates each participant's academic progress throughout the training using multiple choice, scenarios, hands-on work and more. Participants also complete a placement test before and after the course to measure the skills they've developed.

## 1 Today's HR challenges

- Cohesion and commitment.
- Talent organization and development.
- Legal security and social optimization.
- Anticipating staffing levels, professions and skills.
- Digital acculturation.

### Group discussion

Brainstorming on how to transpose these challenges into the HRIS.

## 2 What is HRIS?

- The main HRIS modules: from payroll to talent development.
- HRIS in the age of Cloud Computing.
- HRIS for the extended enterprise.
- The HRIS manager: a balancing act between HR, IT and the software publisher.

### Case study

Analysis of HRIS architectures in different companies.

## 3 HRIS issues and opportunity analysis

- Strategic issues and HRIS governance.
- Human capital performance issues.
- Managerial and organizational issues.
- Stakes in steering, Big Data, RGPD and data repositories.
- The challenges of dematerializing HR documents and processes.
- Financial and IS rationalization issues.

### Case study

HRIS opportunity study.

## 4 The HRIS market

- An overview of the market and the main solutions.
- Current trends and HRIS observatories.
- Evaluate the direct and indirect costs of an HRIS project.
- Evaluate the ROI of an HRIS project.

### Case study

HRIS project costing and ROI evaluation.

## 5 HRIS project governance

- HRIS project organization, membership and terms of reference.
- Key indicators.
- HRIS project manager profile.
- HRIS project management.
- Overview of HRIS project stages: from opportunity to stabilization.

### Group discussion

Brainstorming and co-construction of HRIS project stages.

### TEACHING AIDS AND TECHNICAL RESOURCES

- The main teaching aids and instructional methods used in the training are audiovisual aids, documentation and course material, hands-on application exercises and corrected exercises for practical training courses, case studies and coverage of real cases for training seminars.
- At the end of each course or seminar, ORSYS provides participants with a course evaluation questionnaire that is analysed by our instructional teams.
- A check-in sheet for each half-day of attendance is provided at the end of the training, along with a course completion certificate if the trainee attended the entire session.

### TERMS AND DEADLINES

Registration must be completed 24 hours before the start of the training.

### ACCESSIBILITY FOR PEOPLE WITH DISABILITIES

Do you need special accessibility accommodations? Contact Mrs. Fosse, Disability Manager, at [psh-accueil@orsys.fr](mailto:psh-accueil@orsys.fr) to review your request and its feasibility.

## 6 HRIS project and change management

- The particularities of an HRIS project: visibility, legality, cross-functionality.
- Impact on the organization: processes and practices, organization and management.
- Main risks: social risks, data risks, legal risks (CNIL), image risks.

### Hands-on work

Initiating a change plan as part of an HRIS project.

### Times

Courses take place from 09:00 to 12:30 and from 14:00 to 17:30.

Participants may arrive beginning at 08:45. Breaks and lunches are complimentary.

For four- and five-day hands-on courses, sessions end at 16:00 on the last day of the course, regardless of the teaching mode..

### Dates and locations

#### REMOTE CLASS

2026 : 28 May, 19 Nov.

#### PARIS LA DÉFENSE

2026 : 28 May, 19 Nov.