

Solution Manual for

Human Resource Information Systems Basics, Applications, and Future Directions 5th Edition Johnson

Answers to Questions in the Text

Chapter 1: The Evolution of HRM and HRIS

1. What are the factors that changed the primary role of HRM from a caretaker of records to a strategic partner?

The major factors were as follows:

- The mobilization and utilization of labor during World War II had a great impact on the development of the personnel function. Managers realized that employee productivity and motivation had a significant impact on the profitability of the firm. The human relations movement after the war emphasized that employees were motivated not just *by money but also by social and psychological factors* such as recognition of work achievements and work norms.
- During the Social Issues era, there was an increasing need to be in compliance with numerous pieces of employee protection legislation or suffer significant monetary penalties. This made senior managers aware of the importance of the HRM function. In other words, effective and correct practices in HRM were starting to *affect the "bottom line" of the firms*, so there was a significant growth of HR departments.
- The *increased use of technology* and the changed focus of the HRM function as adding value to the organization's product or service led to the emergence of the HR department as a strategic partner. With the growing importance and recognition of people and people management in contemporary organizations, strategic HRM (SHRM) has become critically important in management thinking and practice. SHRM derives its theoretical significance from the resource-based view of the firm that treats human capital as a strategic asset and a competitive advantage in improving organizational performance.

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Lei Huang



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