



BH33803 HRM: HUMAN RESOURCE INFORMATION SYSTEMS

CASE STUDY: CAPITAL CORPORATION

Industry: Healthcare and Wellness

Size: Medium-sized enterprise with 380 employees across 3 locations

Core Business: Providing fitness, nutrition, and mental health services

LEARNING OBJECTIVES

This scenario provides a relatable and complex case for learners to analyze and develop strategies, helping them connect theoretical change management principles with practical application.

SCENARIO FOR ACTIVITY

Your group represents a change management consulting team hired by Capital Corporation.

Your task is to develop an actionable plan to overcome these challenges and ensure the successful implementation, integration, and maintenance of the HRIS.

BACKGROUND

Capital Corporation is undergoing rapid expansion and has decided to implement a Human Resource Information System (HRIS) to centralize HR processes such as employee data management, payroll, recruitment, and performance tracking.

The leadership believes that the new system will improve efficiency and support the organization's growth.

However, the HRIS implementation faces several challenges that threaten its success.

HRIS IMPLEMENTATION CHALLENGES

CHALLENGES #1

resistance to change

CHALLENGES #2

Lack of Technical Expertise

CHALLENGES #3

Integration Issues

CHALLENGES #4

Communication Gaps

CHALLENGES #5

Budget Constraints

CHALLENGES #6

Maintenance Concerns