Foundation

HRIS MASTERY & AUTOMATION

COURSE OVERVIEW

Moving beyond data entry to understanding the strategic capabilities of modern HR Information Systems for workflow efficiency.

COURSE OBJECTIVES

- Understand the difference between "System of Record" and "System of Engagement."
- Automate routine workflows (notifications, approvals).
- Master data hygiene principles to ensure accurate reporting.

SKELETON OUTLINE

- HRIS Anatomy: Core Data vs. Talent Modules.
- Workflow Automation 101: Triggers and Actions.
- Garbage In, Garbage Out: The Cost of Bad Data.
- **Exercise:** Process Mapping a Manual Workflow for Automation.

HR TECH STACK NAVIGATION

COURSE OVERVIEW

A guide to the complex ecosystem of HR technology, helping junior HR pros understand how different tools talk to each other.

COURSE OBJECTIVES

- Map the HR technology landscape (ATS, LMS, EXP, HRIS).
- Understand integration concepts (APIs, Data Flow).
- Evaluate tools using basic ROI and usability criteria.

SKELETON OUTLINE

- Mapping the Ecosystem: Best-of-Breed vs. All-in-One.
- The "Spaghetti" Problem: Why Integrations Matter.
- User Experience (UX) in HR Tech.
- **Application:** Auditing Your Current Toolset.

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