1. What can an HRIS do for an organization?  
  
2. List why your organization would want to use or does use an HRIS (if you have limited work experience, interview HR business professionals to help you).

3. What is the difference between a stand-alone and an enterprise resource planning (ERP) system?  
  
4. Provide specific examples of HRIS systems and provide the details (costs, system requirements and web site resources, etc.). What are the strengths? What are the weaknesses? Respond to other students’ posts.

5. What are the desired skills for a person to have in order to effectively lead the implementation of an HRIS?  
  
6. Decide which HRIS is a good choice for the large organization and which one is best for a small organization.

7. What is the hardest for the HR professional to control: time, cost or scope?  
  
8. What can the HR professional do to ensure success in time, cost and scope?