



HUMAN RESOURCE INFORMATION SYSTEM

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ABSTRACT

Human resource information system is fundamentally a connection between human resources (HR) and data technology through a HR software solution. The HRIS is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, administration, and accounting results within a corporate business. A Human Resource Information System usually should provide the potentiality to plan more efficiently, govern and control HR costs to attain upgrade efficiency and quality in HR making decisions and progress employee and managerial productivity and effectiveness. In most of the times, HRIS will also lead to rise in productivity once it originates in making decisions in HR. The goal of HRIS is to combine the dissimilar parts of human resources, as well including payroll, labour productivity, and help organization into a less capital-intensive system than the executives used to be able to accomplish the activities in the past. Over the past ages, HRIS has qualified significant transformations. The focus has moved from the directorial management tasks to become a strategic partner of the overall organization plan, to a great extent with the strong support of information.

KEYWORD: HRIS, Information Technology, Human resource.

INTRODUCTION

Human Resource Information System can be briefly defined as unified systems used to accumulate, store and analyse data regarding an organization's human resources. HRIS have radically changed since they were first familiarised 50 years ago. The developed HRIS will aid the organization to efficiently store employee data more firmly and accurately. The choices made should also increase in quality and as a result, the productivity of both employees and manages should rise and become more operatively. HRIS varies from the manual system as it uses the data technology or computers. HRIS is a part of management of information system which includes information associate to finances, assets, accounting, sales, marketing, production etc. It supports managers in making decisions in admiration of recruitment, wage fixing, promotion, training and development. HRIS is the device extensively used by the corporate bodies as it arranges for significant, accurate, relevant and comprehensive data base information in regard of human resources necessary by the organisation. To eradicate human resource problem of any kind, HRIS comes to the save and run the services of hiring HR, keeping the whole record of human resources.

OBJECTIVES

- Identification of HR information need for every functional area of the organization.
- To make the desired information accessible in the correct form to the right person and at the exact time.
- To use the most proficient method of processing data.
- To keep the information up-to-date.

REVIEW LITERATURE

HUMAN RESOURCE INFORMATION SYSTEM- Human Resource Information System is mainly used to track data relating to HR. There has been a lot of variation as to how employee information was stored before related to current systems used in an organization. It merges data like employee information, pay roll, welfares, performance tracing and appraisal etc. Technological innovation led to a lot of modifications in Human Resource Management. The HR Management had total make over when HR Information System was brought into implementation.

TRADITIONAL OUTLOOK OF HRIS- HRIS is designed to supply data essential for efficient managing the organization i.e. for making decisions relating to HR. The basic level of HRIS is used to support and to control employment relations within the organization.

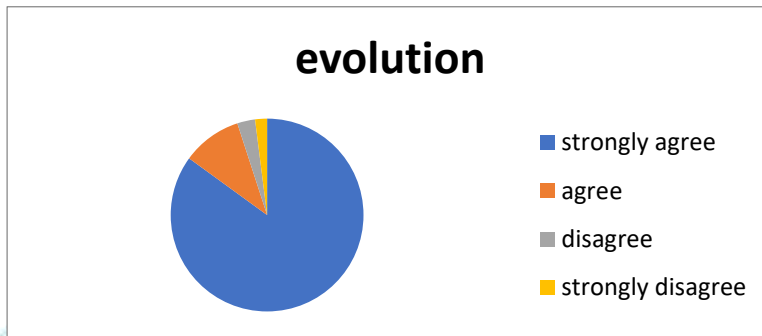
MORDEN VIEWS HRIS: Smith and Kelly 1997 believe that" upcoming economic and strategic advantages will help the organization that can most competently attract, improve and hold a diverse group of the best and the optimistic human talent in the Market place .A computerized HRIS is aimed to monitor, control and influence the effort of individuals from the time they appear in the organization till the time they leave. Human resource

information systems are made to reduce the guide work of Human Resource expertise. HRIS helps to abandon paper forms or reports because all information is available through the system.

DATA INTERPRETATION

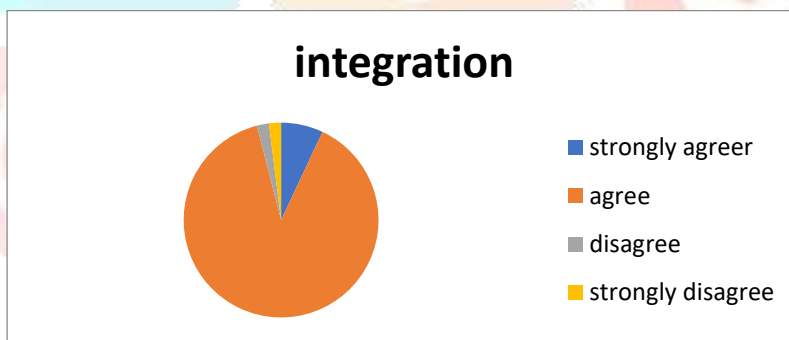
1. Human Resource Information Systems (HRIS) have radically changed since they were first introduced 50 years ago?

- a) Strongly agree b) Agree c) Disagree d) strongly disagree



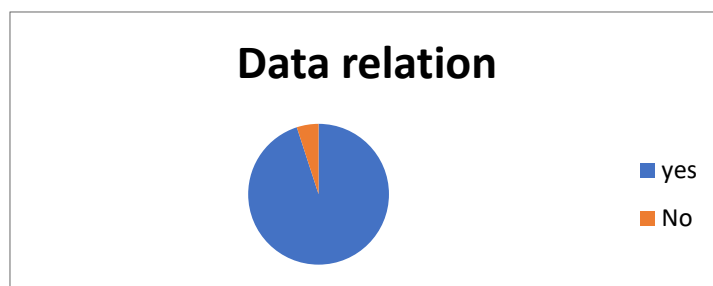
2. HRIS shapes integration between HRM and information technology?

- a) Strongly agree b) Agree c) Disagree d) strongly disagree



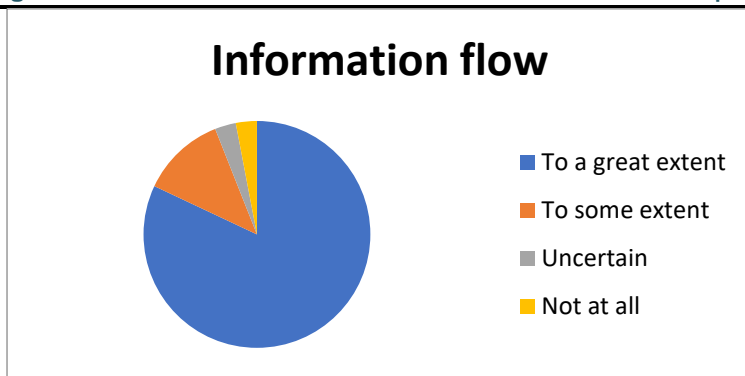
3. HR Information System is an information system, which is fundamentally used to track the information linking to HR?

- a) YES b) NO



4. The HRIS on Information flow and Decision-Making Analysis in the Software Industry?

- a) To a great extent b) To some extent c) Uncertain d) Not at all



5. The information generated from HRIS is shared with top managers?

- a) To a great extent b) To some extent c) Uncertain d) not at all



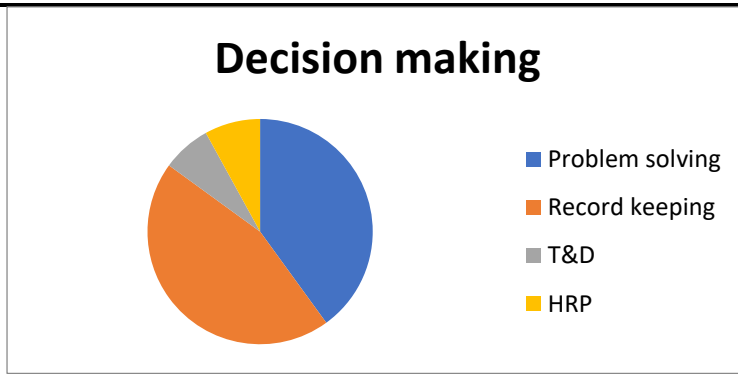
6. HRIS generated information developed the organization productivity?

- a) Recruitment b) Training c) Compensation d) Placement



7. HRIS generated information is used and useful for decision making in our organization?

- a) Problem solving b) Record Keeping
 c) Training and development d) HRP



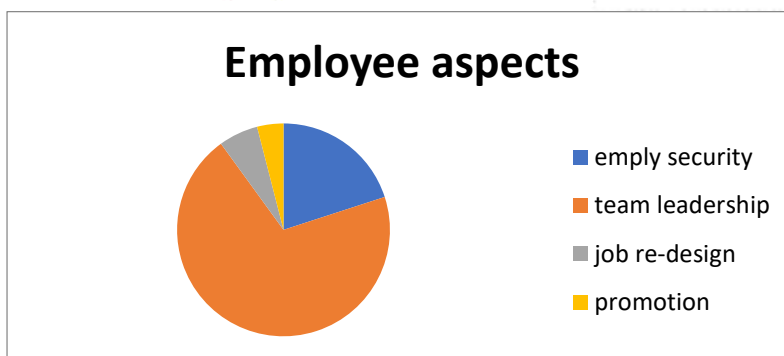
8. If you were to use HRIS for strategic decision making, do you think that you professional standing would be enhanced?

- a) Strongly agree b) agree c) disagree d) strongly disagree



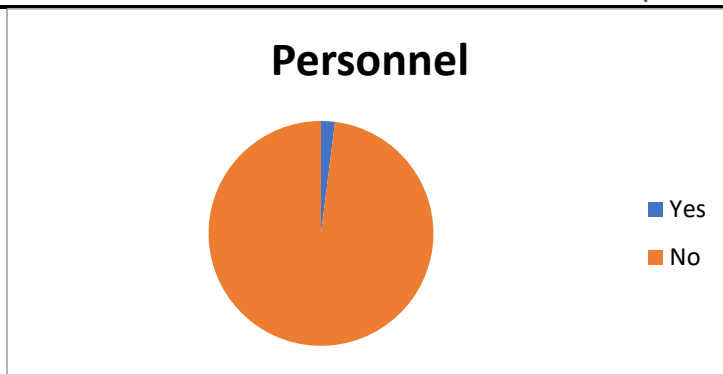
9. HRIS is being used in organization on the employee related aspects?

- a) Employee security b) Team Leadership
 c) Job re-designs d) Promotions



10. HRIS has decreased expenses on personnel aspects in organization?

- a) YES b) NO



FINDINGS

1. To cover the managing difficulty of the Human Resource Information System and its associated functionality.
2. The ability to continue the levels of top management assurance and resources required to implement and upgrade HRIS.
3. The barriers that are associated with the acceptance of HRIS among key employees along with the significance committed to manage the conversion associated with the implementation and outline of the new or upgraded systems.
4. Sometimes HRIS can be threatening and inconvenient.

SUGGESTIONS

1. There should be no obstacles to user approval of the HRIS.
2. A tendency to underrate the difficulty of the HRIS will impact the performance and processes of the organization.
3. The key people from HR and IT department and other managers should have better co-ordination, leadership, communication with the top management.

CONCLUSION

HRIS is necessary for any good organization to ensure effective people management and to get a competitive edge in the corporate world. Information systems can benefit the organization to save time, cost, and energy in their operations and managements. These systems have provided a large database inventory for the organizations to store and maintain all the information. HRIS functions to improve HRM in terms of managerial purposes and systematic purposes. HRIS work as a key element of the organization and a good HRIS will provide prime information about human resources needs and capabilities. Human Resource Information System is not restricted to the computer hardware and software applications that contain the technical portion of the system

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