

**“IMPACT OF INFORMATION SYSTEMS ON STRATEGIC HUMAN
RESOURCES MANAGEMENT”**

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ABSTRACT

In the emerging challenges of the business world, management use various tools for resolve the problem which arise strategically, among them information technology acquire major contribution in the area of decision making. It is an important tool of HRP, and it work for maximization of organizational capability. These is a dazzling indication of enlargement, effectual HRP can performed and go in front to elevated degree of scheming and implement process of administrative systems. How HRIS lend a hand in apposite preparation of SHRM tricks in the area of industrial administration, rationalization, assessment, policy making/restructurings, employees valuation, forecasting, employees career planning. In this paper we will be converse, the major involvement in the course of action, prepare outline for human resources capital management with the help of information system (HRISs) and their strategically as well as outfitted contribution in SHRM of organization. Under HR function as a strategic collaborator in formulation and implementation of the organization policy in the epoch of cost-effective, liberalization and globalization which inquire about spirited advantage in the business. The HRM work on forecasting, strategies making, policy performance, controlling system and all authoritarian activates which are based on information system of organization. MIS work as a mechanism with technology evolves. HRIS is base on electronic system which

compiles information in statistics pedestal to be effortlessly access and analyze. Consent of information system to mechanization of course of action in the area of HR practices as pay-roll, tax calculation while others stream line processes by minimizing the need of labor-intensive data entry and maintaining of records and increasing the effectiveness and correctness.

KEYWORD: Strategy, efficiency, information system, Corporate strategic, profitability liberalization, Globalization, business performance.

INTRODUCTION

In the sphere of trade and industry and the human race of liberalization and globalization try to find spirited advantage. This has led to the emergence of a new discipline known as strategic human resource management which may be defined as the integration of HRM with the strategic goals and corporate strategy so as to get better business presentation and accomplish organizational objective. In 1955, 'Peter Drucker' keens out the importance of strategic decision in his book "*The practices of management*". The strategic work regarded as a classical approach and it involved in the use of the prescribed and methodical design techniques it rigorous on long term strategy of the organization. It emphasizes on human being and qualitative aspect which focused on the exterior and evolutionary as well as behavior improvement of organization. Strategy is a prototype or a plan which integrate an organization in the area of policy, goal and accomplishment of sequence in a logical and linear from of assessment. Administration requires to absolute and precise information concerning to issue in the exact time in array to make effectual assessment. The apposite assortment of data for managing the concern and as long as the exact information to the appropriate authority, reducing the menace of immoral decision, and initiate a strong effective controlling technique. So many complexities concerned in business and money matters activities and voluminous government regulations which create they could do with four provide for right information to the right authority of the organization. Fundamentally MIS provide information by proper method and collection of the information is appropriate and accurate and in time which is as you would expect to make possible in operation systems, control, and plan implementation systems of organization. In organization MIS provide a series of

information of varying degree of complexity, competence and scope. It is not a simple one, strategy have a number of connotation as;

- An idea which formulate plan which produce policy and process for course of action and direction for achieving the organizational objectives.
- A prospective on an organizations fundamentals way of doing things. a pattern that provides for unswerving behaviors over epoch.
- A play or an unambiguous contrive intended to rout a contestant.
- Transaction processing and inquiry response.
- MIS for strategic planning policy planning, operational planning, and decision-making.

Present business society totally depends upon information system in sense of accuracy and fast decision for implementation. It has been estimated that $1/3^{\text{rd}}$ or $1/2$ of the gross national income of the United States is currently attributed to the production and distribution of information. This is a departure from of a traditional systems which is economics based on the production and distribution. This is clearly shows that we are entering an “Information Age” for most organization in the future if not already the determining factors in competition will be the processing and analyzing of information. Different strategies are used in the organization for improvement of organizational affectivity, productivity, efficiency and affectivity. A well formulated strategy or fast change in course of action helps to allocate organizations resources optimally into an inimitable and viable prevailing condition which is based on inadequacy, probable changes in the organizational environment and move by intellectual antagonist. The effective development of strategy depends on the strategic capability of the organization.

HUMAN RESOURCE INFORMATION SYSTEM:

A system can be defined as a set of interrelated element, which working towards common objective, a sub-system is part of large system and all systems are interlinked with organizational systems. The concept of synergism applies to the integration of sub-systems through information interchange. This concept of synergism has not generally been applied to business organization “the systems concept of MIS is, therefore, one of optimizing the output of the organization by connecting the operation sub-systems through the medium of information exchange”. Human

resource information system can be as large or as small as is necessary and may contain one or two modules up to 'N' or so. In area of software system there is 'N' number of packages are being marketed for both mainframe and microcomputer, a great decision of organization need to be made in the course of adopting and implementing as HRIS. The specific need of the organization should dictate the type of human resource. In the organization HRIS work as a system use to acquire, store, manipulate, analyze, retrieve, and distribute information related to the company human resources. From the managers prospective, an HRIS can be use to support strategic decision making to evaluate programs as well as policies or to support daily operating concerns. Under the stage of MIS development there is some main stages (I) Project planning and strategic stage. (ii) Conceptual systems of design and maintenance stage. (iii) Detailed evaluation system of design stage.

In the organizational Information systems, it is an essential tool for managers in the area of retention, recruitment, selection, utilization and evaluation of human resources in organizations. Since they support the goals and objectives of the organization, information systems play an important role in planning and management of human resources. Information Systems will be serve as an imperative role personnel administration industrial operational programs, including employee record keeping, budget control, compensation, benefits management, and government reporting. The main objective of strategic HRM is to ensure that the culture, style, structure of the organization and the quality, commitment, job satisfaction and motivation of employees and excellence contribution of employees in the organizational achievement. SHRM needs extensive information and data relating to all areas of business administration. SHRIS provide information for planning controlling, decision-making, and preparing report. The analysis of employee's task gigantic amount of HR data has been simplified by the information systems and computer.

OBJECTIVE OF THE STUDY:

- To which type of data provide to organization and for how support of degree of maximization for administration, restructure, endearing as per organizational goal.
- Help to acquire required and sharpen capability for performing various functions associated with their expected future roles.

- Is to develop organizational culture by behavioral science and also deal with formulation and implementation of a company's strategic plan.
- To help for increasing personal and interpersonal effectiveness by giving feedback about their behavior and assisting them by analyzing their inter-personal competence.

Pluralism and causes of social inertia:

Social inertia is a complicated way of saying that no matter how hard you try, nothing seems to happen. The main causes of inertia in the relation to information systems seem to be;

- (i) In the organization human information processing is experimental and used to for simplification in decision.
- (ii) Organization are refers to different types of complexity in reference of human change, evolution, valuation, control and feedback result of employees and administration in the decision process.
- (iii) Information for data collection is not merely an intellectual commodity but a political resource, whose redistribution through new information systems affected the interests of particular group.

Effective implementation relies in change of small scale industries, face to face facilitations. According to Keen and Scott Morton; A strategy for long term change refers to innovation requires a boarder strategy, both within MIS and OR/ MS and in pluralism few guidelines and some very pessimistic conclusion. The main argument of this paper is that information systems development is an intensely political as well as technical process and that organizational mechanisms are needed that provides MIS to admintrarion with authority and resource for negotiation. The traditional view of MIS as a staff functions ignore the pluralism of organization decision making and link between information and power. Information systems increasingly alter relationship, patterns of communication and perceived influence, authority and control. A strategy for implementation must therefore recognize and deal with the amino systems and data for like hood even legitimacy of counter for implementation.

According to Leaviit,s classification of organization as a equilateral figure which is *TASK-TECHNOLOGY-PEOPLE-STRUCTURE*, These are interrelated and mutually adjusting, indicating, regulating in the complex nature of organizational systems. In case of changing in technology, the other component is adjusted to damp out by the impact of innovation. Many

writers on implementation stress the homeostatic behavior of organization, information systems are often intended as coupling devices that coordinate planning and improve administrative control. The characteristics of individual and organizational framework refers to dramatic change rarely occurs in complex organizational systems. Lundblom's well-known concept of muddling through reinforces that view are the value of incremental, remedial decision making and reject the synoptic ideal similarly disdains formalized planning and recommendations an avowedly political process based on partiality and incremental analysis, the latter looks for optimal solutions through systematic methodology.

The project plan overview of human resources information systems (HRISs) and their strategic and operational use in organization. Certain topics include:

- The functions of HRIS to provide data to SHRM Relationship of a HRIS to process of planning, developing, and implementing a HRIS.
- Implications of effective HRIS utilization for organizational excellence as a partner with senior and line managers in strategy execution.

Managing human resources effectively requires information from several sources. Computer technology enables to provide full information as well as globalize for industrial administration that can be used to support multiple personnel and managerial functions. Human resources information system (HRIS) is the integration of software, hardware, support functions and system policies and procedures into an automated process designed to support the strategic and operational activities of the human resources department and managers throughout the organization. An HRIS database maintains an inventory of employees, job skills, and positions and its system draws on these inventories for transaction processing, reporting, and tracking. The HRIS provides a foundation for a set of analytical tools that assist managers in establishing objectives and in evaluating the performance of the organization's human resources programs. The stages of arrangement intricacy progresses from low to high as it affects and supports increasingly in intricate decisions and organizational activities. A venerated organization frequently aspires to quite a lot of key goals in automating its human resources management function. The HRIS will provide timely, efficient, methodical and accurate personnel information and analysis. A second goal for implementing the HRIS is to provide an effective

match of the needs, skills, and interests of the human resources department staff with other users and departments. The HRIS will also provide uniform processing and utilization of human resources information throughout the organization for a miscellaneous group of the system's users. I have noted below in detail the key learning points that I will apply to the implementation of the HRIS; strategic objectives, operational objectives, and planning.

STRATEGIC OBJECTIVES FOR HRIS;

In the corporation HRIS well designed for will serve by the using connected tools. For maintain and managing the alignment of organizational administration by human resources department in context of organizational goals with long term goals planning, and forecasting. As human resources issues have been increasingly, recognized as critical factors in planning decisions, the ability of the HRIS to analyze, quantify and model change has enhanced the status of HRIS in other organizations.

In a recent study more than 500 human resources executives in the Indian banking industry, human resources strategic planning was identified as the most critical issue they will possibly face in the coming years. Human resources professionals involved in these strategic planning activities. Regrettably, human resources professionals are sometimes without being seen in the planning process, making it difficult to use the information and expertise they can bring to the planning behavior extroverted.

Procurement related; job analysis, HRP, recruitment, rate of direct recruitment, employee turnover, cost if selection, selection, placement, induction, rate of transfer, promotion, separation, rate of internal promotion, rate of retention, career profile.	Employee management, Training and development, Assessment, Evaluation, course scheduling, career profile, present value, systems analysis, analysis of accuracy, Activity report, employees present value, system approach, Human recourse research.
Cost control/productivity,	Economic benefits, Administrative

efficiency, payroll, wage salary administration, rate of absenteeism, rate of investment on service, performance analysis, opportunity cost analysis, Economic value,	benefits, benefit preference surveys, counseling benefits, rate of turnover, degree of satisfaction, administrative changing style, fringe benefits, delegation of authority
Labour relation, industrial relation, employees attitudes, rate of strikes, & mandatory loss, rate of dispute, rate of production efficiency, rate of domestic enquiries, rate of job satisfaction, dismissals, rate of punishment, rate of grievance.	Job analysis, Employees specification, work scheduling, job description, organizational change, tactical planning, strategic planning, decision making, operational planning, controlling, statistical studies, report writing.

USES OF INFORMATION TECHNOLOGY IN SHRM

Organizations are nothing but a point of the resources of man, money, material and machinery collected coordinated and maximum utilization. These recourses by themselves cannot fulfill the objective of an organization. They need to be united into a team according to objective. It is through the combined effort of people that material and monetary resources are effectively utilized for the achievement of common objective of organizational goal. For the fulfillment of objective, information play a crucial role in area of accuracy and change. In different areas like managerial function which is related to Planning, organizing, directing, controlling, budgeting and reporting. And other area is operative which deals HRP related as formal relationship in establishment in various part of the organizational authority .the fact of these relationship are implies that they are deliberately specified and adopted and do not evolve on their own. It may sometime happen that given an unusual situation, new working relationship may evolve and which may latter be adopted as representing the formal structure .the formal relationship in an organization as described in an organizational chart ;

LEVEL 4 IS THE TOTAL RESPONSIBILITY HOLDER OF ORGANISATION WHO PLANED AND FORMALISED POLICIES, PROCEDURES CONTROL AND REGULATE & GUIDE THE ACTIVITIES & RELATIONSHIP IN ADMINISTRATIVE SYSTEM BY THE POWER, STATUS AND HIERARCHICAL LINE ORDER WITH IN THE ORGANISATION FOR THE ORGANISATIONAL GOLE ACCORDING TO VISION & TOTAL RESPOBILFOR RESULTS

WAS IT WORK GOOD OR WORTH IN RATIO OF TASK & STANDRED OF TASKWITH IT

LEVEL 3 IS THE AUTHORITY SYSTEM OF MANNER BY THE SEPARATION OF HIERARCHICAL RELATIONSHIP BY THE ACTIVITIES, TASK & COORDINATE TO EMPLOYEES BY AUTHORITY & IHUMAN – BEHAVIOUR IN INDUSTRY

BEINGAS AN USED OF EMPLOYEES ON THE JOB ?

LEVEL 2 DIFFRENTATION REFFER TO VARIOUS TASK AND ACTIVITY ARE ASSIGNED TO PEOPLE IN DEPARTMENT AS PER AUTHORITY, RESPOBILITYES & - KNOWLEDGE DID THEY LEARN UPTO THE LEVELOF DESIRED STANDRED OF EVERYTHING ?

LEVEL ONE IS DENOTE ADMINISTRATIVE SYSTEM WHICH IS FORMAL RELATIONSHIP OF SUBORDINATE ON DUTIES FOR FORMALISED POKICIES, PROCEDURES, ACTION ,CONTROL,& SUPERVISED,THE ACTIVITY, RELATIONSHIP & REACTION BY THE FLOW OF INFORMATION & COMMUNICATIOM NETWORK OF ORGANIZATION WASTHE EMPLOYEES O.W.L & EXTERNAL ENVIRONMENT ARE SUITABLE ?

Four levels based impact in formal organizational

Procurement related information: Job analysis, job description, job specification, task allotment, task valuation, recruitment, selection, placement, induction, transfer, promotion, separation.

Development: Individual, group, and organizational related performance appraisal, analysis of training requirement, administrative and behavioral related report, executive and intelligence level of development, employees career planning, and standers of development.

Compensation: All types of employees and organizational economics related data as; job evaluation, wage and salary administration, bonus, payroll and incentive.

Integration: socio behavioral administration and attitude related information as; job satisfaction, discipline, actual participation of employees, level of interest, efficiency and motivation of employees.

Maintenance: organizational safety related threats, social security, welfare regulations, personnel records, personnel research and individual as well as organizational audit.

Increasing number of executives recognized that an effective HRIS can help fashion and support organization's mission. Because HR should become a representative of uninterrupted transformation, determining process and culture, that together improve organizations capacity.

The role of human resources information technology at the time of manager stress can play a crucial role in improving/maximization out - put and management of human resources as well as contributing to competitive advantage in the organization. In the strategically manner HRIS will provide very important information about human resources needs and capabilities; this information will assist the administrative team as well as other participants in establishing. The organizational mission, objectives, and setting goals are according to goal in organizational motion. The system will become an action tool to help lead the organization toward transforming and redesigning.

Human resources planning and portion are vital links between the human resources strategy plan and the organizational business plan. Assessing the expectations and needs will be require to information about recent employee levels and their skills, along with projections of needs. Another requirement are analytical tools for asking the "what if "questions when exploring alternative service strategies.

The organization will utilize the computerization for counter implementation within its function to understanding a number of strategic recompense. The three foremost recompense areas;

- HRIS enables to give confidence for human resource department to make an auxiliaries dynamic role in organizational planning and their implementation. Computerization will make forecasting more appropriate, cost important, and well-organized. Incorporation and storage in a single database all of the human resources information HRIS will accelerate the process of comparing costs and benefits of human resources activities.
- The need for analysis, collection and management of human resources information outpaced the development of human resources information systems in many health care organizations. This is further complicated by an increasing trend toward the development of incorporated hospital information systems and other industrial systems.
- The inputs to the system will include knowledge, skills, and abilities that will be developed through programs of recruiting and employee development. Human resources systems outputs will be evaluated through measures of job performance and employee satisfaction. Effective mechanisms that will be use for feedback concerning outputs are incorporated so the progress is monitored and strategies can be adjusted accordingly. The human resources outputs will be monitored through HRIS include;
- Benefit for utilization, Workforce demographics, Unfilled job vacancies, Financial outcomes, Growth of service volume, Proportion of new positions filled internally, Employee attitudes, Voluntary and spontaneous turnover. Managerial control and feedback provided by the system include: Labor analysis information for each cost center, Labor cost allocations with linkage to the payroll system, Management reports on employee productivity and quality of services, Inventory of special skills of employees Operational Objectives for HRIS
- The HRIS will offer benefits such as an increased in data accuracy, processing speed, more useful and complicated reporting, and improved productivity. An effective HRIS will facilitate the east storage and retrieval of human resources records that are very vital for operations. In addition, to comply with various federal employment laws, the company will have

to follow several human resources record – keeping requirements. The HRIS will streamline such compliance by automating relevant data collections and regulations for the organization.

LAGISLATION:

The basic components of the HRIS generally includes the following set of: human resources planning, personnel administration, recruitment and employment, pension administration, payroll, compensation, benefits management, training and staff development, employee and industrial relations, and government reporting including the Occupational Safety and Health Act (OSHA), worker's compensation, Equal Employment Opportunity/Affirmative Action (EEO/AA), and Consolidated Omnibus Budget Reconciliation Act of 1975 (COBRA). By using having the system all of these components and functions would be linked by integrated screens, modules, or subsystems and all the information can be retrieved. The database would include; Personnel information, Job-related information, Benefits information, any other miscellaneous information.

Under chapter (xi) of factory Act 1948 provides some jurisdiction for the protection of industrial workers like that notice regarding service, returns, obligations of workers; under section 109, sec 110, sec 111, must be informed by proper system of organization. Section 111A protected workers right,

- (i) Information relating to workers safety, hazardous or health at the working place of organization.
- (ii) Under sec 115 of factory Act 1948 any types of direction regarding rule, facilities, benefit, modification ,amendment ,by central government or state government or international confederation, federation .all rule made under Act shall be published in the official Gazette, and shall under clause (3) of sec 23 of the general clause Act, 1897 under the legal terms and condition.
- (iii) Information disclosure related restriction under sec 118 of factory Act 1948, No any appropriate authority of organization including Inspector shall, while in service or after leaving the service, disclosed otherwise than in connection with the execution, or for the purpose of this

Act any types of information related to any commercial business or systems or working process which may become to his knowledge in course of official duties.

(iv) Nothing in sub –section (1) shall apply to any discloser of information made with the previous consent in writing of the owner of such business or process of any legal proceeding which may be taken, whether may to this Act or for the purpose of any report of such proceeding as aforesaid.

(v) If any Inspector contravenes the provision of sub section (1) he shall be punishable with imprisonment for a term which may extend to one thousand rupees or with both.

(vi) Restriction on discloser of information also under factory Act of 1948 section 118A every Inspector shall treat as confidential the source of any complaint brought to his notice on the breach of any provision of this act.

(vii) No Inspector shall, while making an inspection under this act, disclose to the occupier manager or representative that the inspection is made in pursuance of the receipt of a complaint

The two best practices that will be applied towards this project are planning and execution/control to ensure its success. Planning for the development and implementation of the HRIS will be guided by the institution's information systems plan. The institution plan will outline the health services organization's overall method to computer systems architecture, integration of systems, priorities for individual application, data coding standards used and the general approach to software development. The following steps must be performed as per project goals attainable by prioritizing deliverables to keep the team focused on specific issues. Maintain realism in planning , Assess requirements, don't overload milestones, Delegation of duties , Publicize the plan, Manage vendors, Execution/Control, Collaboration, Audits usage, Measure productivity, Delegation/Flexibility, Practice change control, Run test on system, Design brief implementation procedures.

CONCLUSION:

Information play an imperative role in the business world as well as industrial administration in the phase of policy machining, implementation, controlling, forecasting, analysis of economic

status, and growth analysis all are sub system of strategic management and human resources capital management in all types of organizations, information systems use as a tool in reference of maximization of credit, image, and branding of product and organization. As a key part of the organization's management and development information system improved the capacity of administration, the HRIS will lend a hand to managers in the area of planning and evaluating and human resources auditing programs, which will throw in to the triumph of strategizing goals and objectives. Also careful in the area of arrangement and allocating of the staff will be a decisive element of company planning within the organization. The HRIS will be well-designed and implement, which will provide both the strategic and operation functions including the human resource capital management in organization for their simplicity, Accuracy, Economy, and maximum utility of human resources.

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