An Analytical Study on Human Resource Information Systems (HRIS)
as a tool for Improving Individual and Overall Development of Organization

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Abstract:

It is said that, "Behind the production of every product or service there is human mind, efforts and man hours, no product or service can be provided without help of human being." Therefore, it can be said that human being is the fundamental resource for making or constructing anything. Today plenty of experts claim that both machines and technology are replacing human resource and minimizing their role or effort. But it is seen that even machines and technology have been built by the human aid and it is besides where the companies have been continuously in search for the talented, skilled a qualified professionals to further develop latest machines and its technology, which again have to be controlled or have to be used by humans to bring out products. Transparency of business and workforce information Analytics as a journey, not an end. Develop culture of data – driven decision making. Empower line leaders not just HR. Human Resource Management System (HRMS) or Human Resource Information System (HRIS) also refers to the systems and its processes at the intersection between Human Resource Management (HRM) and their Information Technology (IT). Designation-wise, in HRIS by IT Recruiters of selective software companies in HR processes, time and cost savings, information flow and even the decision making are more than others.

Key words: Machines and Technology, Human Resource, Workforce Information, Human Resource Information System.

Introduction:
Human Resource Information System (HRIS) is termed as a systematic way of storing data and information for each individual employee to aid planning, decision making and also submitting of returns and reports to the external agencies. HRIS can also be briefly defined as an integrated system which is used to gather, to store and to analyze the information regarding an organization's human resources. It merges HRM as a discipline and in particular it is a basic HR activities and processes with the Information Technology field. It can also be used to maintain few details such as employee profiles, absence reports, salary administration and various other kinds of reports. It is one of the benchmark in HR practices in the corporate world.

An HRIS may also be defined as interrelated components which is working together to collect, process, store and also to disseminate the information to support effective decision making, co-ordination, control analysis and its visualization of an organization's human resource management activities. Transparency of business and workforce information. Analytics as a journey, not an end. Develop culture of data – driven decision making. Empower line leaders not just HR.

Some of the most popular modules used are:
A HRIS offers HR, Payroll, benefits, training, recruiting and compliance solutions.

1. **Organization Charts:** Create professional looking, dynamic organization charts.
2. **Employee Self-Service:** Employees can update personal information and view its benefits, transactions and payroll information.
3. **Benefits Administration:** To reduce administration time and improve its data accuracy and save the stationary.
4. **Track training for employees:** To track the working hours of employees.
5. **Selecting the right HRIS is important:** A company needs to make a right choice of system to meet its specific and unique needs and that it is a system that will flourish its organization.

Review Of Literature:

According to <u>**Ruel, Huub**</u> (2009) *Studying Human Resource Information Systems* Research on Human Resource Information Systems (HRIS) implementation lacks theoretical depth and richness. For that reason this paper applies a theory to HRIS implementation developed by Gerardine DeSanctis and Marshal Scott Poole originally for studying information systems implementation, namely Adaptive Structuration Theory (AST).

According to **Sabrina Jahan (2014)** HRIS is one of the major modern HR tools. In developed countries, it became popular since the beginning of this century. But still its implementation is limited within the big corporate houses. Small corporate houses and public organizations have failed to realize the benefits of HRIS and taken hardly. This study is an attempt to provide a theoretical analysis of the HRIS implementation with analysis of benefits, limitations and barriers any initiative to implement the system.

According to **Davenport** (2010) the data provided can be used to analyze and evaluate the employee's talent, to find the right person for the right position, to evaluate the well-being of the employees and calculate the number of employee needed.

As per studied in **Ivey Business Journal**, HRIS is very helpful in organization as workforce decision making involves modeling data (both qualitative and quantitative) to understand the past, present and future drivers of organizational performance Finally, it is the most successful when applied to an immediate and pressing business problem whose solution is critical to competitive success.

Lawler and Mohrman (2003) to identify the use of metrics as one of our main characteristics that leads to HR being a strategic partner.

Becker,Huselid and Ulrich (2001) helped bring these ideas together in the HR scorecard, which highlights how the alignment of HR activities with both corporate strategy and activity improve organizational outcomes.

Objectives of the Study:
1. To study the administrative and analytical use of HRIS.
2. To identify the various modules of HRIS which are most prevalently in use.
3. To identify various HR areas in which HRIS is most effectively in use.
4. To compare the effectiveness of HRIS in IT industry.

Hypothesis:
H1: HRIS is an effective tool for improving the individual and overall development of organization.

Research Methodology:

Research Methodology is a way to systematically solve the research problem. The process used to collect information and data for the purpose of making business decisions. Research in this paper is done mainly using various management books and websites. For this study, the main focus is on the secondary data and not on the primary data. Primary data is not having that much consideration.

Primary Source:
Primary data have been collected from interview with HR professionals, HR managers, and HRIS officers, software developers of different local and multinational organizations. They have provided a lot of insights and information regarding HRIS.

Secondary Source:
Secondary data have been collected from different books, journals and articles on HRIS.

Data Analysis and Interpretation

It was observed that, 67% of organization using at operation level, 20% organization using for knowledge workers for planning while 13% used by top management for long term planning and unstructured decision making. It means majority of organization are using for day to day activities. It was observed that majority of organizations that is 26 out of 30 i.e. 86.68% have taken external support during implementation. It was seen that, there is scarcity in HRIS about skill and knowledge required for implementation of HRIS. There were 29 out of 30 organizations i.e.96.69% where the respondents agreed that HRIS brought transparency in their HR activities. The 86.68% respondents i.e.26 out of 30,have agreed that HRIS is an effective tool for appraising the performance of the employees. The majority of the organizations using HRIS for administrative work and payroll. The most of the organizations are providing on the job and classroom training of HRIS software package. To sum up, as per the observation made the most of the organizations are using HRIS for bringing standardization in the HR practices and routine decision making.

Conclusion
HRIS is essential for any good organization to ensure effective people management and to get a competitive edge in the corporate world accordingly. It is seen that HRIS is gradually getting popularity and acceptability. The enterprise/business owners should consider it as an investment rather than cost. The communication between individual and line manager became faster. The HR services became self service rather than paper based transaction that resulted in more efficient HR department. Moreover Performance Management System eliminates the subjectivity and bias from the appraisal system hitherto prevalent in the manual Employee Performance Management System.

Hr analytics assists HR function in the formulation of corporate strategies and also it can be a valuable tool for competitive advantage.

Recommendations

1) Designation-wise, in HRIS by IT Recruiters of selective software companies in HR processes, time and cost savings, information flow and even the decision making is more than others.
2) The IT Recruiters, Human Resource Managers and HR Staff also mean the actual use of HRIS and the HR processes is more than the mean usage of this variable of others.
3) In the area of time and cost savings IT Recruiters and Human Resource Executives mean the actual use of HRIS which is more than the mean use of this variable by others.
4) HRIS in information flow area, it is too a greater extent by the Human Resource Managers than the mean usage of this area by the other groups. The HRIS mean usage by Managers of other departments in the area of decision making is lesser than the HRIS mean usage.
5) HRIS in HR processes focuses on time and cost savings, information flow and decision making of IT Recruiters, Human Resource Executives and Human Resource Managers and their usage level of HRIS which is more than the mean usage of these variables.
6) There is no proper training /education actually given to the employees which is in respect of HRIS on-the-job and off-the-job and online so as to make the HRIS and its usage in the software companies more effective. Therefore there is a dire need to train the employees' in house and the online training.

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