



ISSN(Online) : 2319-8753
ISSN (Print) : 2347-6710

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Website: www.ijirset.com

Vol. 6, Issue 10, October 2017

Human Resource Information System

Pratibha P Chavan¹

Department of Management, Galgotias University, Yamuna Expressway Greater Noida, Uttar Pradesh, India¹

asdf@gmail.com¹

ABSTRACT: Human resource information system (HRIS) can be defined as a software or online solution that is used for data entry, data tracking, and the data management of all human resources operations of an organization. HR systems and processes have to respond to an environment which is data filed, technology-driven and person-centric in the world of work in a continuous digital flux. Over the past decade human resources information systems have also grown to take in these emerging developments. Think what an HRIS is, what it can do and what it can help the company does in today's sense. The Human Resource Management System gathers and preserves data on employees of a company, such as their identity, location, age, wages, compensation, time and engagement, performance evaluations and much more. This data is a helpful input for decision-making in HR based on data.

KEYWORDS: Human resource, Human resource information system, Information system, Recruitment

I. INTRODUCTION

The present situation, known as the 'digital era,' has transformed corporate management at the information, communication & technological period. Much of the human resources roles have changed quickly with data innovations and HR has a new phase of HR processes and activities, including e-recruitment, e-learning, e-selection, and other fields that replace further exchange. The new period of HRIS use is characterized by existing terms such as interactive or electronic HRM[1]. Many institutions reject the conventional staff control role and shift towards new alternatives to the information systems for human resources. The information industry concentrating the organization on the issues of human resource management with the digital human resources is a concern for all levels of line managers as they have achieved their objectives in good time and require an effective and productive workforce. In comparison, human resources information systems make technical workers in the competitive industry faster and safer. The operation of human resources is further improved successfully by a work piece for a human resources information system with the Department of Human Resources[2].

In recent decades the need for a greater arraying of staff knowledge to ensure a successful HRM decision-making mechanism has been gradually recognized. Personal resources information system running on more modern IT technologies facilitates actions in the management of human expertise[3]. The use of the information system for human resources will make the human resources process more effective and more information for decision making. The use of IT improved the efficiency and efficacy of all concepts, such as the preparation, recruiting process. Human resource accounting, training and development and other process of human resource management (HRM). Similarly, with the passage of time, human resource information system (HRIS) has become an inseparable part of modern organizations[4].

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Website: www.ijirset.com

Vol. 6, Issue 10, October 2017

The HR information system facilitates greater information sharing in the human resource department, enhances coordination and decreases costs for human resources. In order to ensure the rapid delivery of information and input without computerized assistance, the computerized information infrastructure is used in large part for implementation of human resource information systems[5].

II.LITERATURE REVIEW

1. HRIS defined:

Human Resource Information Systems (HRIS) is a process that utilizes the information technology for the effective management of human resource functions and applications. It is a computerized framework composed normally of an interlinked database, which records workers and their personal knowledge about their work. It can be characterized briefly as integrated processes for gathering, storing and reviewing information about human capital in an organization[6].

2. HRIS – Why it is needed?

HRIS gives human resources experts an incentive to make a greater commitment to the company's strategic path. HRIS first allows employees with the time to concentrate on more important and strategically business practices such as leadership development, through the automation and transition of certain repetitive human resources tasks[7]. Other incentives for HRIS implementation are mentioned as following.

- Formulation of policies and programs related to human resource.
- Promote decision-making in such fields as promotion, relocation, appointment, startup of predicted funds, resignation, free of charge, leave travel and leave pay received. Supplying data and submitting returns to government and other statutory agencies.
- Collecting appropriate data and converting them to information and knowledge for improved timeless and quality of decision making.
- Producing a greater number of varieties of accurate and real time human resource related reports.
- Increase competitiveness by Reengineering human resource processes and functions.
- Improving employee satisfaction by delivering human resource services more quickly and accurately.
- Provide a comprehensive picture of information as a single consolidated database that helps organizations to interact structurally across divisions and operations and speed up information transactions. In this regard, it is important to remember the importance of engaging in IT preparation and the advantages of engagement and involvement in HRIS programmes to the human resource management role.

3. Components of HRIS:

3.1. Input

The input feature offers the requisite capacities for HRIS data. It contains information about workers in the HRIS. The first steps and procedures to gather required data have to be followed and these data must be entered into the system after they have been gathered[8]. To decide if the data is suitable, edit tables may be used. These tables

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Website: www.ijirset.com

Vol. 6, Issue 10, October 2017

contain accepted values for automated testing of the results. The framework should be able to upgrade and adjust the tables quickly. Scan technology also allows scanning and archiving an original copy of a record of an entity including signatures and handwritten notes[9].

2. Data maintenance:

For the actual modification of the details saved on the different storage devices is the computer management job. When human resource information changes, all information should be included in the system and if new data is introduced to the system, the old data should still be retained in historical form. Once data has been inserted in the HRIS, it upgrades and applies additional data to the data base[10].

3. Output:

The most noticeable feature of HRIS is that most uses of HRIS do not require the compilation, edition and updating of human resource data, but rather details and reports that are to be used by programmes. HRIS analyses the output, measures and packages the presentation to produce useful output for machine users.

4. Benefits of HRIS:

HRIS helps in recoding and analyzing employees and organization information and documents, such as employee hand books, emergency evacuation and safety procedures. It also helps the organizations to keep an accurate, complete and updated data base that can be retrieved from reports and manuals. HRIS advantages can be systematized.

- Increase competitiveness by improving human resource operations
- Ability to implement a number of different operators to human resource
- Shift the focus from the operational(transaction) human resource information to strategic human resource information
- Include employees as an active part of the HRIS
- Reengineering the entire human resource department

5. Importance of HRIS in Business Competitiveness:

Survival and prosperity in today's quickly evolving world economy relies on the sustainability, i.e. competitiveness. This is a definition in multiple dimensions. Today's title is a nation or business or company's economic power vis-à-vis their rivals in the worldwide consumer economy, which openly transcends regional borders through products, services, individuals, skills and ideas. Knowledge Management has been key in making company efficient and successful, in general and HRIS in particular. Companies continually understand the advantage of programmes that monitor, evaluate and report on the multiple facets of human resources that are essential to business management. Human resources management is comprised of tasks and policies and strategies that ensure that the required amount of personnel and expertise are accomplished, developed, used, assessed and retained to fulfill the goals of the company.

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Website: www.ijirset.com

Vol. 6, Issue 10, October 2017

III. CONCLUSION

Many businesses have adopted the mixture of human resources and information technology called HRIS as strategic weapons to improve productivity in market. The above topic indicates that HRIS can be a comprehensive decision-making support mechanism for organizations that can lead to the achievement of strategic and organizational goals. Today businesses are going past their manual human resource structure by computerization and installation of the HRIS and the use of their Internet and intranet and by preserving the competitiveness of their marketplace. In response to the needs of all the stakeholders, HRIS can be seen as the spine of the business and critical. HRIS facilitates performance, effectiveness and competition between businesses. HRIS must also be driven by the strategic vision and implemented as a framework open to communication free of charge between integrated features of information technology.

REFERENCES

- [1] J. E. Hoch and J. H. Dulebohn, "Shared leadership in enterprise resource planning and human resource management system implementation," *Hum. Resour. Manag. Rev.*, 2013, doi: 10.1016/j.hrmmr.2012.06.007.
- [2] A. R. Chakraborty and N. N. A. Mansor, "Adoption of Human Resource Information System: A Theoretical Analysis," *Procedia - Soc. Behav. Sci.*, 2013, doi: 10.1016/j.sbspro.2013.04.051.
- [3] J. S. Coleman, "Social capital in the creation of human capital," in *Knowledge and Social Capital*, 2009.
- [4] H. Resource and M. Review, "Human Resource Management Review," *Hum. Resour. Manag. Rev.*, 2010, doi: 10.1016/j.hrmmr.2009.06.003.
- [5] B. Y. Obeidat, "The Relationship between Human Resource Information System (HRIS) Functions and Human Resource Management (HRM) Functionalities," *J. Manag. Res.*, 2012, doi: 10.5296/jmr.v4i4.2262.
- [6] N. Fondas, "Process Innovation: Reengineering Work Through Information Technology.," *Acad. Manag. Perspect.*, 1993, doi: 10.5465/ame.1993.9411302338.
- [7] S. J. Ashford and L. L. Cummings, "Feedback as an individual resource: Personal strategies of creating information," *Organ. Behav. Hum. Perform.*, 1983, doi: 10.1016/0030-5073(83)90156-3.
- [8] B. Steijn and M. Van Den Muyzenberg, "Human resource management in the information age," *Innov. Public Sect.*, 2012, doi: 10.3233/978-1-61499-137-3-252.
- [9] W. Mülder, "Human resource information systems," *Wirtschaftsinformatik*, 2000, doi: 10.1007/bf03250703.
- [10] J. A. Gruman and A. M. Saks, "Performance management and employee engagement," *Hum. Resour. Manag. Rev.*, 2011, doi: 10.1016/j.hrmmr.2010.09.004.