

Human Resource Information Systems (HRIS) In Modern Business

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Abstract: Organizations have started to use information systems in various functions and departments in the last decades with the advent of globalization and liberalization. The department of Human Resources are highly used Management Information System (MIS) for their effective functioning. Human Resource Information System supports Identifying potential employees, Maintaining complete records on existing employees, Creating programs to develop employees 'talents' and skills. Human Resource Information Systems helps top level management to identify the manpower requirements to meet the organization's long term business plans and strategic goals. Human Resource Information Systems also helps the middle level management to monitor the recruitment and allocation of works and compensation to employees. Human Resource Information Systems extend helps to operational management to place the employees. In this research paper, effectiveness of Human Resource Information System in organization is clearly dealt with and offer valuable suggestions to initiate vibrant Human Resource Information System.

Key words: Management Information System, Human Resource Information System, Levels of Management..

INTRODUCTION

Organization treats information as an asset. It must be organized, managed and disseminated effectively to achieve quality. Within an organization, information flows in four basic directions as upward, downward, horizontal and outward/inward. Taking into account that there is a huge amount of information flow in organizations, it will be possible to understand the importance of information systems in organizations. Until the mid-1950s, firms managed all their information flow with paper records. During the past 60 years, more and more business information and the flow of information among key business actors in the environment has been computerized. Businesses invest in information systems as a way to cope with and manage their internal production functions and to cope with the demands of key actors in their environments. Firms invest in information systems for the business objectives such as achieving operational excellence (productivity, efficiency, and agility), developing new products and services, attaining customer intimacy and service, improving decision making, achieving competitive advantage and ensuring survival.

MANAGEMENT INFORMATION SYSTEMS (MIS)

Management information system (MIS) is designed to assist managerial and professional workers by processing and disseminating vast amounts of information to managers Organization-wide.

Management information system supplies information for strategic, tactical and operational decision making to all subsystems within the organization. This information provides an essential part of the feedback control mechanism in these areas and is necessary for the realization of subsystem objectives.

Management information system is any system that provides information for management activities carried out within an organization. The information is selected and presented in a form suitable for managerial decision making and for the planning and monitoring of the organization's activities.

HUMAN RESOURCES INFORMATION SYSTEMS (HRIS)

Computerized Management Information Systems (MIS) in industrialized countries' was started in the year 1980s, due to overload in HR functions. HRIS were primarily used in 54 sub functions within HR areas to support the "planning, administration, decision-making, and control activities of Human Resource Management. During the 1990s, along with the adoption of more complex HR practices focused

on a company's overall performance goal, HRIS correspondingly evolved into more sophisticated information expert systems featuring analytical tools to support decision-making in managing human capital.

Information technology in the past decade drastically changed the human resources function. Providing support for mainly administrative activities such as payroll and attendance management in the beginning, information technology today enhances many of the recruitment function's sub processes such as long and short-term candidate attraction, the generation, pre-screening, and processing of applications or the contracting and on boarding of new hires. Online job advertisements on corporate web sites and internet job boards, online CV databases, different forms of electronic applications, applicant management systems, corporate skill databases.

OBJECTIVES OF THE STUDY

The following objectives are:

1. To know the effectiveness of Human Resource Information System in an organization
2. To learn demerits of manual information system
3. To analyses the factors responsible for development of Human Resource Information System in an organization
4. To monitor the effectiveness of introduction of Human Resource Information System by the top management
5. To offer suggestions to improve the quality in Human Resource Information System

REVIEW OF LITERATURE

Akansha Chauhan, Sanjeev Kr Sharma, Tarun Tyagi, (2011), A strategic HRIS provides important information about human resources needs and capabilities; this information assists the management team in establishing the organizational mission and setting goals and objectives in motion. Considering this framework, this paper aims to study the use of HRIS in improving HR operations. Particularly, it focuses on the need of HRIS in the performance of HRM functions at the lowest possible cost and also at a fast rate, which pose increased challenges for HR professionals.

Rena F. Broderick, John W. Boudreau (1992), Investments in information technology are often touted as a critical means of speeding up and improving management decision making. Yet it has proved distressingly difficult to realize the potential of information technology investments. This is particularly so in business areas such as Human Resources (HR), though the longer lead times traditionally associated with changes in HR systems mean that HR is a prime candidate to benefit from information technology.

Ball. K. S(2001) Through analysis of four Australian case study organisations we examine the impact of the HRIS on the HR function and find that the degree to which the system acts as an enabler of increased strategic focus for HR is contingent upon three factors: organisational attention, understanding of the technological responses to human resource management complexity, and the success of change management to support user acceptance

Agneš Slavić, Nemanja Berber (2013) Human resource management (HRM) is becoming more and more important for the contemporary enterprises. Organizations that understand the importance of human capital apply very specific practices for managing people. One of these practices is the application of information system for HRM (HRIS) that enables systematic processes for collecting, storing, maintaining, and recovering data required by the organizations

about their human resources, their activities and organizational characteristics.

FUNCTIONS OF HUMAN RESOURCES INFORMATION SYSTEMS (HRIS)

1. HRIS is an integrated system used to gather, store and analyze information regarding an organization's human resources' comprising of databases, computer applications, hardware and software necessary to collect, record, store, manage, deliver, present and manipulate data for human resources function.
2. HRIS can perform a number of functions from the simple storage and communication of information, to more complex transactions.
3. The use of HRIS can provide a number of benefits not only to the HR function, but also line managers, and the wider organization.
4. The use of HRIS has been advocated as an opportunity for human resource professionals to become strategic partners with top management.
5. HRIS allow HR function to become more efficient and to provide better information for decision making.
6. HRI systems enable employees to manage much of their own HR administrative work. They can take care of many routine transactions whenever they wish, because automated systems don't keep office hours.
7. In addition to their former operational role, HR professionals can also act as a competency manager by arranging the right people to the right positions in the right time with their new strategic architecture role.
8. HRIS is thought to contribute to overall business performance by fulfilling or at least supporting the tasks of data storage and retrieval, of serving as primary administrative support tools, of reporting and statistics as well as of program monitoring.

REASONS OF USING HUMAN RESOURCE INFORMATION SYSTEM

Human Resource Information System is used in modern business for various reasons. They are listed below.

1. Competitiveness
2. Facilitating information processing in a large-scale structure
3. Continuous processing
4. Improving the ability of reporting
5. Integration of human resources system

LEVELS OF MANAGEMENT USING HRI SYSTEM

1. Top level Management

Human Resource Information Systems helps top level management to identify the manpower requirements to meet the organization's long term business plans and strategic goals.

2. Middle level Management

Human Resource Information System also helps the middle level management to monitor the recruitment and allocation of works and compensation to employees.

3. Operational Management

Human Resource Information System helps the operational management in placing the employees.

SCOPE OF THE STUDY

Invariably all the organizations are using Human Resource Information System for easy administration. The study is confined to limited organizations that are doing modern businesses.

SAMPLING FRAME

For that study five organizations are selected by using Simple Random Sampling Technique.

1. A Spinning Industry
2. Rubber Factory
3. Iron and Steel Industry
4. Poultry Industry
5. Egg Manufacturing Industry

FINDINGS OF THE PRESENT STUDY

1. 25 per cent of the organizations are effectively used Human Resource Information System.
2. 80 per cent of the organizations are used Human Resource Information System for easy and effective administration.
3. 100 per cent of the organizations are adopting Human Resource Information System for recruitment purposes and effective monitoring employees.
4. All the organizations accepted that manual system not giving fruitful results in functioning of organizations.
5. 75 per cent of the modern business organizations got their information by HR Information System.
6. All the organizations accepted that by the introduction of HRI System in an organization helps for free flow of information and knowledge of the employees.
7. 40 per cent of the organizations reluctant to fully adopt HRI System in an organization.
8. 75 per cent of the organizations revealed that, the power of internal administration is increasing due to HRI System.
9. 100 per cent of the organizations reported that, all the levels of managements have benefited through this system.

SUGGESTIONS

The effective implementation of HRI System, the following suggestions can be made

1. A whole hearted support from the top level management is essential for the effective implementation of HRI System.
2. A separate websites should be created for HRI System for effective functioning.
3. Employees grievances redressal machinery can also be included in the HRI System.
4. It is suggested that to check periodically the effectiveness of HRI System in modern business.
5. HRI System should be created vibrant to meet any situations at right time.
6. Before designing HRI System, the HR manager should collect in an information and all other related issues from all departments located in an organization.
7. A separate model should be initialized to enhance the knowledge of employees talents and skills.
8. It is recommended that at time of recruitment of employees, the HR should see that employees are able to accommodate any situations and have ample source of knowledge.

CONCLUSION

HRIS plays an important role for any organization to effectively manage its human assets. Many organizations have adopted HRIS to assist their daily human resources operations. HRIS must align and satisfy the needs of the organization and its users in order to be successful. HRI System promotes modern businesses to introduce novel techniques in the businesses and to achieve phenomenal growth in the fourth coming years.

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