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HUMAN RESOURCE INFORMATION SYSTEM

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Abstract:

An HRIS, which is also known as a human resource information system or human resource management system (HRMS), is basically an intersection of human resources and information technology through a HR software solution. This allows HR activities and processes to occur electronically. The Human Resource Information System (HRIS) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. The goal of HRIS is to merge the different parts of human resource, including payroll, labor productivity, and benefit management into a less capital intensive system than the mainframes used to manage activities in the past. Also called Human Resource Management systems (HRMS). A HRIS generally should provide the capability to more effectively plan, control and manage HR costs; achieve improved efficiency and quality in HR decision making; and improve employee and managerial productivity and effectiveness. In most situations, an HRIS will also lead to increases in efficiency when it comes to making decisions in HR. This research paper helps to know about how HRIS help the organization to enhance the efficiency of work.

I INTRODUCTION

At the heart of any company is the modern business information system. Businesses will benefit from the information system in many respects. It helps companies solve business challenges and look for business opportunities in different functions.

The information system supports a variety of roles in industry such as marketing, manufacturing, finance and human resources, etc. In the enterprise, information systems play a strategic role. In order to simplify the current set up, re-enter obsolete set-up and creative configuration the Company should change the information system in various ways.

The HR should be assisted by information systems for recruitment, selection, and training, evolution of performance, assessment, compensation and occupational activities.

HUMAN RESOURCE INFORMATION SYSTEM

Management of human resources has been a large and active participant in organizational growth and decision-making since its inception. By the 1970s, the majority of companies were recruiting, firing and monitoring workers as personnel departments. The recording process focused on staff transfers that provided the company with recruiting, firing, promotion or transmission details. They calculated the number of workers employed in a given department, division or area in full time, part-time, permanent and temporary.

In the data collection and analytical duty of the department, many considerations have been added. Increase in the amount of work shifts in the workforce along with population and economic shifts. As management became increasingly aware of the importance of recruiting internal personnel for critical roles, specialist areas such as succession planning and labor force prevision were created. Many divisions of human resources have begun to spend more time preparing and reviewing to support top management knowledge support requirements. Many staff divisions have been called human resources to provide certain management level roles. A department of workers and salary preparation, management and job growth, quality assessment and revenue research included in addition to all routinely, mainly operational personnel duties. Management has promoted the formation of modern, complicated and costly personnel services structures, realizing the value of enhancing alignment of the department of Human Resources with the strategic business direction of this whole organization.

To fulfill these goals, the Department of Human Resources needed more knowledge and support at the management level. All the stresses in data processing and the increased usability of the powerful machines have contributed to a widespread development of human resources computer applications. These modern computer systems are known as HRMS or HRIS (Human Resources Information Systems).

In general, the role of departments of human resources is administrative and shared by all organizations. The collection, assessment and payroll processes can be formalized by the organizations. An increasingly persuasive and dynamic mechanism has developed into successful and productive management of "human resources." HR monitoring involves the historically personally identifying information, ability, skills, achievements and salaries of current employees. To eliminate their manual workflow, organizations, by implementing advanced human resource management systems, have started to automate many of these processes electronically. HR managers rely on IT practitioners, both internally and externally, to build and sustain integrated HRMS. In the late 1980s, many HR automation processes were confined to the mainframe computers that could manage vast quantities of data transactions before the "client-serve" architecture developed. As a result of the high capital expenditure needed to buy proprietary software or program it was restricted to companies that had significant sums of capital. With the introduction of customer servers, application service providers and software as service or SaaS Human Resource Management System, the administrative control of these systems was gradually increased.

The software integration framework for human resources addresses many human resource challenges, payroll, management, recruiting, training and business accounting functions. This refers to systems and processes which form an interface between human resources and IT. It allows HR managers to work more systematically and effectively using technology. The framework is used for gathering, storing, managing, reviewing, compiling and transmitting specific information on human resources of an entity. It is used in the broader information management scheme (MIS).

OBJECTIVES OF THE STUDY

MAIN OBJECTIVES

- To discover Bonanza information system features and implementations,
- To review the MIS department's roles, tasks and authorities.

SUB OBJECTIVES

- To review different incoming data from different agencies.
- Understanding HRIS in the organization's real contribution.

- Departmental MIS aids for HR decision-making should be researched.
- To analyze the productivity of HRIS in many enterprises.
- To review the traditional MIS departmental information formats.

NEED OF THE STUDY

Providing human resources services and growth programming that is attentive to the needs and efficiency of the employees of the organization.

Fulfilling staff services: workplace relations, risk management, security and health services, equality and diversity services, workforce development and awareness-raising, strategic initiatives, strategy and scheduling, consulting services and workforce support and performance management.

Of which constructive commentaries are increased and grievances reduced surrounding personnel services of workers.

To what an efficient means of transition remains the formal industrial partnership between employee and employer?

SCOPE OF THE STUDY

In competition and in order for each organization to survive

A successful HUMAN RESOURCE INFORMATION SYSTEM should fulfill the demands of the world market. As human resources are considered to be the principal asset of an enterprise to achieve its goals.

In order to promote the management of all employees' records, the Human Resource Information specialist is responsible for designing and recording automated systems. The continued support for the staff soft human resources management system in the management of capacities would also be responsible for this role.

With the following items, the spectrum of HRIS can be clarified

- To contribute to the achievement of organizational objectives.
- Effective use of employee strengths and abilities
- Provide well-trained and motivated workers to organizations

- Communicating all workers with HR policies.

II. LITERATURE REVIEW

Hewitt associates, February '(2002) — Recent years have seen the H.R. work of the organization, by reinvesting itself, using technology and web-based software, within the very simple basic concept of web-based H.R. This allows employers and supervisors more influence over the specifics of their staff. This paper is about the transformation of the company's H.R approach into one powered by more technology. An optimistic, multidisciplinary approach to the E – HR, resulting in advanced HR, was required.

Since both large and small companies are focusing on converting long processes into a web-based solution for streamlining their operations and delivering better services. It is now the trend for senior management to enable H.R to re-invent itself with technology and web-based applications.

Krishna, 7 August 2006) Sandeep K Krishna

As the organizations are numerous in their scale and industry, the problems associated with the factors of the implementation and maintenance of HRIS are considered, the first issue is that the HR department does not have the awareness of HRIS and is therefore not one of those issues.

In its sixtieth year, Mahindra and Mahindra agreed to donate 1% (1.3 core roughly, as shown), to the CSR by levy. The K.C. is part of its operations. Mahindra Education Trust which promotes education at different levels and Nandi Kali, an under-privileged children's programmed at Mahindra Foundation, the Andhra Pradesh and Rajasthan Middle-day Meal Program, and the Mahindra pride schools for Affirmative Action.

CSR has become evident, going from being a tool or feeling good to a crucial parameter to keep businesses open and clear.

HR CHALLENGES IN INDIAN RETAILSECTOR

India is viewed as the "most promising region" for global and domestic retailers with rising consumerism, unparalleled recognition and youth-dominant clients. India is currently ranked 12th in the world as the largest consumer market. The Indian retail market is a potential goldmine and in expectation of exponential growth attracts a large number of giant international and domestic players.

In India, the boom in the retail sector and its resulting rise in talent demand have eroded the need for successful HR systems. The role of human resources in retail is especially important since employees work in a unique environment. The individuals who handle customers one-on-one are considered to be the organization's face in every retail organization.

Disinterested, ill-prepared and unwanted salespeople have been found to cause more loss of business and mouths than any other management problem. Thus, successful HR programmers are necessary to promote and improve workers, to monitor results, to promote talent, to increase employee growth opportunities and to retain dedicated employees.

Singh and Mishra (2008) explored the challenges of HR in the Indian retail sector and proposed solutions to these challenges on the basis of their findings. They found that India's retail human resource climate is very complicated by the lack of skilled and qualified workers, lack of job sources and low concentration on human resources preparation, compensation measures and conditions. Moreover, the view of working in the retail sector is poor with the conviction that every job requires long and non-social hours, restricting employee capacity to maintain the work-life balance. The opening of retail stores on holidays and festivals may be a business necessity, but from the viewpoint of workers this deprives them of community participation.

Women workers in terms of quality levels and the perception of the customer mood are considered much superior. Some of the major players on the organized retail turf look for the fairer sex, particularly when it comes to higher rates of attrition. Trust retail, the Future Party, Shoppers' Stop and RPG Retail experiment with a range of recruitment models to enhance their workforce's fairer relationship.

Reliance of Makes Amana has launched an initiative to enable employee spouses to work in his retail business. The employees' women are then qualified to take jobs at reputable retail outlets (full time, part time or on call). This model focuses on providing options for flexi employment where women are expected to work for no more than 4 hours a day.

Based on their results, Singh and Mishap (2008) indicated that retailers need innovative HR practice to overcome the industry's war on talent search. Indian retailers have to develop a range of best

practices to improve employee skills and retention while improving processes and frameworks to cope not only with the existing deficiencies but also with potential challenges, e.g., indiscipline, conflicts, labor union issues, sexual assault, attrition etc.

III. RESEARCH METHODOLOGY

A planned and strategic descriptive research is carried out in order to achieve the research objective. Descriptive studies allow you to know the proportion of people who have acted in a specific manner to projected certain items or evaluate the relation between two or more variables in the given population. Descript study is always rigid and cannot be modified in any way, only in the first preparation and analysis phases should consideration be taken, otherwise the data gathered in the study will be educated in the company for its employees.

Source of data:

Primary and secondary source data are obtained. The key component of the research process is the collection of data. The data obtained for research helps to better interpret the results that completely lead to the productive conduct of research. The most important data source is both primary and secondary for data collection.

Main data: primary data:

Data collected by direct communication with the management of the questionnaire to obtain the information hand. Data collected by personal conversations.

Subsequent figures:

These data were gathered by the personal department from documents, manuals and brochures.

RESEARCH DESIGN:

Survey method:

The questionnaire was conducted directly with Bonanza's Hyderabad respondents.

Sampling decisions:

Total population : 350 employees

Sample size : 100 employees

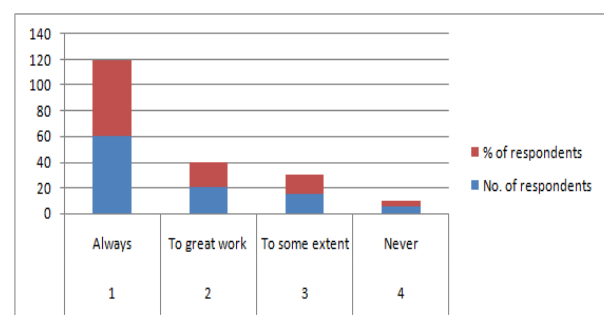
Sample unit : Staff, supervisors, assistant officers and Manager

Sampling technique : Convenience sampling

IV. DATA ANALYSIS & INTERPRETATION

Table: 1.Organization following the HRIS...

s. no	options	No. of respondents	% of respondents
1	Always	60	60
2	To great work	20	20
3	To some extent	15	15
4	Never	5	5
Total		100	100

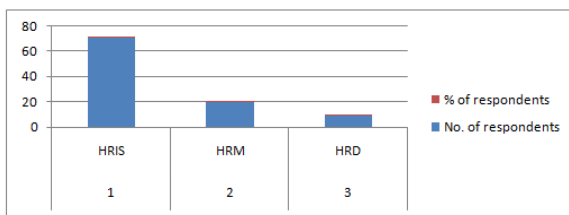


INTERPRETATION

The table above indicates that 60 % of people are happy with ALWAYS, 20% are happy with Excellent Jobs, 15% with SOME Degree, 5% with NEVER.

Table: 2. Act as a software solution for the company...

s. no	options	No. of respondents	% of respondents
1	HRIS	70	70%
2	HRM	20	20%
3	HRD	10	10%
Total		100	100%

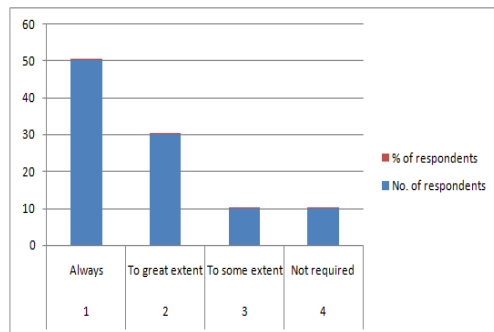


INTERPRETATION

It is assumed from the above that HRIS satisfies 70%, HRM satisfies 20% and HRD satisfies 10%.

Table: 3. HRIS is necessary in an organization...

s. no	options	No. of respondents	% of respondents
1	Always	50	50%
2	To great extent	30	30%
3	To some extent	10	10%
4	Not required	10	10%
Total		100	100%



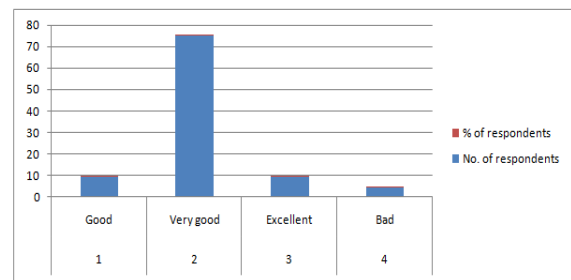
INTERPRETATION

The above indicates that 50% of citizens are happy with GREAT EXTENT, 30% with GREAT

EXTENT, 10% with SOM E EXTENT and 10% without REQUIRE.

Table: 4. Performance of HRIS in the organization...

S. no	Options	No. of respondents	% of respondents
1	Good	10	10%
2	Very good	75	75%
3	Excellent	10	10%
4	Bad	5	5%
Total		100	100%

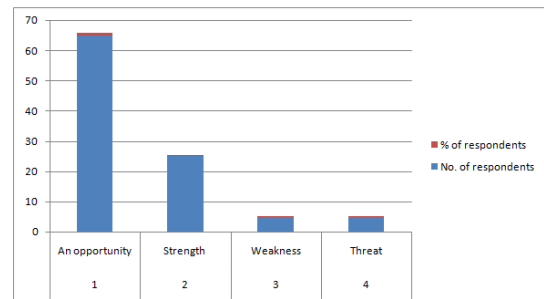


INTERPRETATION

From the above, 10% satisfied of GOOD, 75% satisfied with Really GOOD, 10% satisfied with Outstanding, 5% satisfied with Poor.

Table: 5. HRIS disseminates information to the organization, it is.....

S. no	Options	No. of respondents	% of respondents
1	An opportunity	65	65%
2	Strength	25	25%
3	Weakness	5	5%
4	Threat	5	5%
Total		100	100%

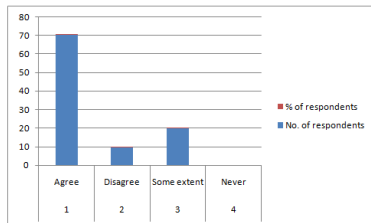


INTERPRETATION

From the table above it has been shown that 65% are satisfied with Potential, 25% with Power, 5% with WEAKNESS, 5% with Hazard.

Table: 6. Organization utilizing the HRIS completely, about opinion

S.no	Options	No. of respondents	% of respondents
1	Agree	70	70%
2	Disagree	10	10%
3	Some extent	20	20%
4	Never	0	0%
Total		100	100%

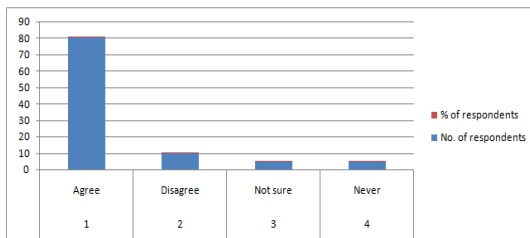


INTERPRETATION

It is concluded from the above that 70% were Accept satisfied, 10% were DISAGREE satisfied, and 20% were SOME EXTENT satisfactory.

Table: 7. HRIS have enormous growth and speed of HRD...

S.no	Options	No. of respondents	% of respondents
1	Agree	80	80%
2	Disagree	10	10%
3	Not sure	5	5%
4	Never	5	5%
Total		100	100%



INTERPRETATION

Of the above mentioned estimates, 80% of AGREE is satisfied, 10% of DISAGREE is satisfied, 5% of SU is not satisfied and 5% of NEVER is satisfied.

V. FINDINGS, SUGGESTIONS & CONCLUSION

FINDINGS

1. The table above indicates that 60 % of people are happy with ALWAYS, 20% are happy with Excellent Jobs, 15% with SOME Degree, 5% with NEVER.

2. It is assumed from the above that HRIS satisfies 70%, HRM satisfies 20% and HRD satisfies 10%.

3. It can be concluded from the above that ALWAYS has been fulfilled by 50%, GREAT EXTENT by 30%, EXTENT by 10% and NOT Need by 10%.

4. The above indicates that 10% are satisfied with Decent, 75% are satisfied with Really Decent, 10% with EXCELLENT and 5% with Poor.

5. From the table above it has been shown that 65% are satisfied with Potential, 25% with Power, 5% with WEAKNESS, 5% with Hazard.

6. It is concluded from the above that 70% were Accept satisfied, 10% were DISAGREE satisfied, and 20% were SOME EXTENT satisfactory.

7. Of the above, 80% of AGREE's satisfaction is registered, 10% is DISAGREE satisfactory, 5% are NOT SU satisfied, and 5% are NEVER satisfied.

8. The above indicates that 70% are satisfied that 15% are satisfied that TO GREAT Degree, 10% that TO SOME Degree has been satisfied, and 5% that NEVER has been satisfied,

9. from the above, 60% is persuaded that 20% Accept is satisfied that 10% NOT SURE is satisfied that DISAGREE AND 10% NEVER is satisfied.

SUGGESTIONS

The company needs to focus more on workers' health and security behavior and address their fundamental needs.

A good working environment and a right work person must be allocated by the organization.

There needs to be greater employee satisfaction.



- The Organization must follow all new approaches for evaluating the employee's efficiency and for deciding their skills level.

- Download the reviews so that the workers are aware of the success status.

All workers should be clarified the value of the Participatory Platform in order to take a keen interest in the process.

In order to inspire workers to take effective interest in group discussions the organization must put emphasis on the staff education scheme.

- A feedback box is recommended so that workers involved are able to vote on their plans and potential ways to address their problems. This would make it possible for the Top Management to consider workers' view of the problem and thereby make it easier for them.

CONCLUSION

On 18 April in Angel broking Services – Hyderabad, the Summer Stage Program began. I was called a management trainee at the company along with my colleagues. We have served as management trainees approximately 6 weeks ago and I am satisfied with my personal experience in Angel broking Services. I have done the tasks as explained above in the report according to the SIP requirements. Mr. Satish Kumar, my business guide assigned me all the tasks sometimes only after I had fully grasped the task. I was lucky enough to obtain various tasks of varied nature and complexities, allowing me to explore new marketing avenues and to evaluate their performance in consumer acquisition and long term relationships with customers. I am well aware of the HRIS programmed, its specifics, and various modules given by the training. Besides all this, I have learned in the Internship Program to make use of different technology for marketing and developing customer ties.

I am thankful to my company leader who still encourages and motivates me sometimes. Without proper education or understanding of the subject, no assignment was assigned to me.

I want to conclude by saying that I have the skills, work experience in companies and the skills that the summer internship programmed has helped me to achieve these objectives over the allocated time period.

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