



## IJRTSM

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#### “STUDY ON EFFECTIVE IMPLEMENTATION OF HUMAN RESOURCE INFORMATION SYSTEM IN PACKAGING INDUSTRY”

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#### ABSTRACT

*Human resource information system (HRIS) is managing human resources of an organisation through technological solutions. It allows HR activities to occur through electronically. The HR information can be accessed through online also. It helps to create, store, manipulate, update and retrieve any information of the employees in an organisation. HRIS can benefit all the process in the HR department like employee profile maintenance, recruitment, selection, payroll, etc., This system provides a clear path to plan, control and manage the human resources. This research paper helps to know about HRIS and its effective implementation to conduct information electronically.*

**Keyword:** HRIS, Technology, HRM, HRP, Online.

#### I. INTRODUCTION

The last decade has seen a significant increase in the number of organization gathering, storing and analyzing human resources data using Human Resource Information System (HRIS). Strategic value can be derived using HRIS gave the information needed the strategic planners to forecast future workforce demand and supply. Considering it as a tool that helps employers in retaining the right employees. Paying them competitive salaries compared to the market, and training them to develop their skills and abilities to carry out their existing and future jobs do it.

To ensure that management practices support business needs, organizations must continually monitor changing environmental conditions and devise HRM strategies for dealing with them. Human Resource Planning is the procedure used to tie human resource issued to the organization's business needs.

Human Resource Information Systems (HRIS) have become one of the most important tools for many businesses. Even the small, 20-person office needs to realize the benefits of using HRIS to be efficient. Many firms do not realize how much time and money they are wasting on manual human resource management (HRM) tasks until they sit down and inventory their time. HRIS is advancing to become its own information technology (IT) field. It allows companies to cut costs and offer more information to employees in a faster and more efficient way, Especially in difficult economic times, it is critical for companies to become more efficient in every sector of their business; human resources (HR) are no exception.

To increase the effectiveness of HRM, organizations are becoming more and more dependent on HRIS. At the functional level, HRIS can keep track of employees, applicants, and contingent workers qualifications, demographics, performance evaluation, professional development, payroll, recruitment, and retention.

The administrative efficiency maintains faster information processing, improved employee communications, and greater information accuracy lower HR costs and overall HR productivity improvements. The purpose of HR planning are to enable organizations to anticipate their future HRM needs and to identify practices that will help them to meet those needs it takes short or long term(three or more years to do HR planning. Its aim is to ensure that people will be available with the appropriate characteristics and skills when and where the organization needs them. The use of HR planning enables companies to gain control of their future by preparing for likely events. That is, they can anticipate change and devise appropriate courses of action. When companies learn how to capitalize on future events, their own future improves as valuable as HR planning is, many companies ignore this opportunity.

Some see it as too difficult and frustrating, while others simply do not see the need for it. However, when failing to properly plan for their human resources, employers respond to events after they occur, rather than before; they become reactive, rather than proactive. When this outcome occurs, an organization may be unable to correctly anticipate an increase in its future demand for personnel. At best, such a company recruit personnel at the last minute and may fail to find the best candidates. At worse, the company may become seriously understaffed.

HRP is to get the right number of people with the right skills, experience, and competencies in the right jobs at the right time and at the right cost. This ensures that the business production requirements are in efficient and effective manner. Having too many employees is problematic due to the risk of high labour expenses, downsizing, or layoffs, having too few employees is also problematic due to high overtime costs, the risk of unmet production requirements, and the challenge of finding the instant human resources needed to get the job done. Human resource planning links people management to the organization's mission, vision, goals and objectives, as well as its strategic plan and budgetary resources. A critical component of an effective HR plan is the method of forecasting refers to the interaction between the decision maker's perceptual and cognitive processes and the objective characteristics of their environment.

HRIS offer an alternative channel of communication with employees and line managers by carrying organization wide news stories and highlighting policy changes. As for employee and manager, self-service one of the fastest growing trends in the delivery of HR information is employee self-service. HRIS applications help employees to access and maintain HR information about them. In the organization such as ICL, Nationwide, employees are able to select their own benefits package. Similarly, manager's self-service provides a variety of HR tools and information for manager thereby improving managerial effectiveness, Increasingly, employee can carry out some basic HR transaction using interactive self-service application. Accuracy of the records improves when staff handles the primary responsibility for maintaining their own personal details.

## II. OBJECTIVES OF STUDY

To Study the Effective Implementation of Human Resources Information System in Packaging industry.

- ✚ To understand / study the importance of HRIS in the organization.
- ✚ To analyses the training given to the HR to use the HRIS effectively.
- ✚ To identify how HRIS helps the HR professional to make their work simpler.
- ✚ To provide necessary security and secrecy for important / confidential information.

## III. NEED OF STUDY

- ✚ Storing information and data about every employee.
- ✚ Providing a basis planning, decision making, controlling and other human resources functions.
- ✚ Meeting daily transactional requirement such as marking absent and present and granting leave.
- ✚ Supplying data and submitting returns to government and other statutory agencies.
- ✚ Increase the knowledge of workers and associated information
- ✚ Provide easy access to the employee information at anytime and anywhere.

#### IV. REVIEW OF LITERATURE

During this study Several Articles, Research paper and Survey Report on Human resource information System was reviewed. The objective of the research was to examine the effective implementation of HRIS and How far the HRIS under consideration actually meets the (elicited/existing) design characteristics relevant to HRIS success. The objective of the paper was to propose a general research framework of HRIS design characteristics, which allows researchers to understand and apply crucial aspects relevant to HRIS design characteristics better so that practitioners get support in developing, implementing and permanently improving successful HRIS. The use of HRIS in organizations has various advantages for managers especially in decision making processes.

#### V. CONCEPT AND THEORY

##### 2.2.1 Why HRIS? :

Entire management activity cycle revolves around human resource. The human factor enjoys the position of centrality amongst all the factors of production. The information resource, rightly used by and for this dynamic factor of production can enhance his efficiency and effectiveness. People through HRIS can help business to improve its operations, promote innovations, increase profitability and productivity and maximise satisfaction of its employees. It helps in developing and maintaining the integrated work culture and environment. HRIS supports the strategic, tactical and operational use of the human resource of an organization. To take an illustration, manpower planning and labour force tracking are many a times, considered as strategic decisions of staffing. The labour cost analysis, budgeting and turnover analysis are tactical by nature; and recruiting, workforce planning and scheduling are the operational decisions of staffing area.

##### 2.2.2 Functions of HRIS:

Human resource information system is expected to perform following functions.

(a) Data collection functions

(b) Data management functions

(a) Data collection functions

The manner of data collection will depend upon the purpose for which data is required. After collection of data, irrelevant data should be filtered and appropriate and useful

data should be properly classified and tabulated so that it can be used easily when needed.

**(b) Data management functions:**

A good data management system involves following sub functions.

- Processing operations, viz., classifying, analysing, summarising and editing the data.
- Storage of data, viz., indexing, coding and filing of information.
- Retrieval of data whenever required.
- Evaluation of data, i.e. judging the usefulness of information in terms of its relevance and accuracy.
- Dissemination of data, i.e., providing the required data in the right form at the right time.

The data management system should be capable of giving efficient service in terms of day-to-day processing of information. At the same time, the system design should not be rigid. With the changes in conditions, demand of the information system may change. The same information may be needed in different format or different levels of aggregation. An efficient system should be able to quickly respond to these types of demands from different sources.

### **2.2.3 DESIGNING THE HRIS:**

HR information system is the linking mechanism which connects all decision making centres in an organization. The development of an HRIS should be a well thought-out process. HRIS should consist of the following steps.

#### **1. Planning of system:**

Planning of HRIS requires the identification of objectives of the system. This, further requires a clear formulation of objectives of the organization, spelling out of the activities required to be carried out, work relationships, work patterns and their sequence; and above all, defining physical boundaries of the system. Thus, this step involves the description in generalised terms of the course of action and the limitations within which the system has to be designed.

#### **2. Organising flow of information:**

The system designer should study what is the prevailing flow of information and compare it with what should be the flow of information. He should also study how this gap could be removed. This study should be based on following premises.

- The critical deficiency under which most managers operate is the lack of relevant information.
- The manager needs the information he wants for decision making.
- If a manager has the information he needs, the decision making will improve.
- Better communication between managers will improve organizational performance.
- A manager does not have to understand how his information system works, only how to use it. It should be noted that an information system cannot work exclusively in isolation of other organizational subsystems. Otherwise, it would lead to certain deficiencies.

Therefore, the HRIS should be imbedded in overall management control system.

The system designer has to take the decision in respect of the number of files to be maintained, the equipment to be used for processing of data such as manual, electronic or automatic processing etc., the personnel to be employed for this purpose and storing the information required on an exceptional basis. Above all, a cost-benefit analysis of the system is essential.

#### **(3) Implementation of HRIS:**

This phase deals with the fitting-in of HRIS into the organization structure. The various alternatives available in this context are:

- The old information flow may be allowed to continue as it is, and new system may be installed to meet the requirement of the new operation.
- The old system may be scrapped completely and supplemented by the new one, and
- Phasing the installation of the new system and scrapping the old one.

It is important to appoint and train personnel for operating the HRIS. The procedures for actual installation of the equipment to be used and development of the support facilities are yet another major decision areas. Obtaining the printed formats and reports is the next task. The most difficult part of this phase is amalgamation of the information system and the organization structure. Since this stage is so crucial, we have taken 'implementation' in greater depth on subsequent pages.

#### **(4) Feedback:**

The regular feedback regarding actual functioning of the HRIS is a must for the designers. This is to fill up the gap between its planning and implementation. The changes in the environment also need to be incorporated. If the HRIS is not corrected for these deviations, it will lead to malfunctioning. Hence, the system should be continuously reviewed in the light of changes in the environment both within the organization and outside it.

#### **2.2.4 APPLICATION OF COMPUTERS IN HRIS:**

The use of computers in HRIS can be as follows:

##### **(i) Job description:**

Produce printouts that describe jobs according to user specifications and information input into the system. As a minimum job description includes job title, purpose, duties and responsibilities, the computer programme should allow the authorised users to update and reform job descriptions.

##### **(ii) HR planning:**

It forecasts demand for key jobs as well as employee turnover and patterns of inter organizational mobility. It can be used to project future employee and competency needs for staffing and developing activities.

##### **(iii) Staffing:**

It refers to recruitment, selection and placement functions and can include the following modules.

- Applicant tracking: - It tracks key information on job applicants and other relevant selection process information.
- Job posting: - It provides a listing of open jobs within the organization. The listing typically identifies title of the job, job location, primary responsibilities and job requirements.
- Job requirements analysis: - This is the analysis of job duties and responsibilities to identify competencies that predict effective job performance.
- Job - person matching: - This is comparison of competency assessments of candidates with competency requirements.

##### **(iv) Succession planning:**

It reports information on the availability of competent candidates for key positions. It will help in identifying candidates for each key position and the development needs of candidates where they fall short of the requirements for a target job.

##### **(v) Training and development record:-**

This will help track recommended training for skill levels, training site availability, course schedules, enrolments, attendance, and completion of course, trainer and trainee evaluation, results etc. It includes the following:

- Career planning: - Career planning helps employees in understanding job options and compares their competencies with the competency requirements of these jobs.

- Development needs analysis: - This type of analysis helps identify employees and employee groups that will best benefit from training and development.
- Development advisor: - It provides feedback to employees by identifying gaps between an employee's competencies and job competency requirements of his current job.

#### (vi) Performance Appraisal:

Through performance appraisal, managers know about the standing of employees performance-wise, and direct them to achieve organizational objectives and develop their individual competencies. It can also help devise performance appraisal forms based on goals, standards and competencies required for a job and record appraisal rating for employees on goals accomplishment and competency assessment. This all is done through following.

- Performance assessment: - Through regular assessment of employees' performance the data about their competency can be kept up to date.
- Goals accomplishment: - Goals set beforehand, serve as mile stones. They help in examining employees performances.
- Reward management: - It is through performance appraisal, that compensation management can be turned scientific and judicious. Reasonability of payment of perks and perquisites is justified and internal and external pay equity is satisfactorily maintained. This ultimately helps in maintaining employee motivation and morale.

#### (vii) Job Evaluation:

In modern times, the computer supported job evaluation helps managers determine job evaluation points, classification levels and job hierarchies.

#### (viii) Culture Scenario:

Employee attitude surveys provide data on composite profiles of employee concerns etc. and help managers to take appropriate actions.

### 2.2.5 HRIS IMPLEMENTATION AND CONTROL:

It should now be accepted that HRIS is the prerequisite to effective and strategic HRM. Every organization looking for growth and advancement must adopt it. Further, the HRIS should be followed in tune with the overall goal of the organization. The HRD managers must play a key role in the planning and implementation of HRIS so that the organization could anticipate and prepare for HR technology transaction. They have to play, thus, the catalytic role and accept entire responsibility of ushering appropriate, effective and efficient HRIS in their organizations.

#### How to start and what issues be considered?:

The first and foremost issue is that of departure from whatever present information system prevails to the version of HRIS we are talking about. Necessary information will have to be collected and analysed in tune with the particular organization's HR strategy for transformation. Successful technological transition is only possible when programmes, alliances and strategies are accordingly developed. The management must prepare the staff and line, prior to introduction of HRIS, that they don't have any indication to resist the system change. All implementers and users must understand this phenomenon. All the people concerned must get ready to pour in all their efforts and energy to successfully work out the HRIS and also be conversant with its limitations and strengths. While planning the HRIS, following considerations should be made in addition.

- (a) Examination, scrutiny and study of entire business environment.

- (b) Understanding the HR goals of the organization clearly.
- (c) Deciding about new technology and clarifying the process.
- (d) Winning cooperation of employees and optimising the HRIS resources.
- (e) Gradual regularisation of implementation process of HRIS.

To ensure point (e) above, the organization must take care of following considerations during implementation stage.

**(1) Resourcefulness:**

At the outset, it should be made sure that the organization has skills, talent and competencies to implement HRIS.

**(2) Dedicated team of people:**

The HR manager must locate and identify those people who have sense of commitment to put in their best on full-time basis.

**(3) Streamlining the HRIS:**

This demands constant watch, check, recheck and double check. It has to be an integral part of overall business process over a period of time.

**(4) Embedding the system:**

The cost of changes today and the cost of maintenance later will have to be seriously considered to customise the HRIS over the years.

**(5) Adjustment management:**

Adaptation is a great thing. Having launched the HRIS, a plan for handling subsequent changes will have to be chalked out. The plan should inundate organizational design, job design, leadership style, communication network. Training and guidance and infrastructural support issues

**(6) Contingency management:**

During the entire phase of implementation, a specific time frame should be fixed and likely contingency should be thought of and be prepared to successfully handle them.

The rules of the HRIS game, in short, are approachability and adjustability. At an initial level, great amount of technical support from HR, technical and professional staff is essential. Sometimes outsourcing is done or the help and guidance from the outside consultants is sought. Both the existing MIS staff and the HRIS staff of the new system must accept each other's views with open mind at this stage. However, one must accept the fact that use of computer and access to computerized systems has their own loop holes. The security of information and data and maintenance of organizational and HR secrecy is a great challenge. Since most organizations use systems in combination and conjunction, security of information and data is a critical aspect. This is the risk emerging out of the growth of technology. If not managed cautiously, it can turn down the benefits and become a headache. Necessary provision should be made to maintain the integrity of record. One, which can be used most commonly, is controlling the access of users. Here, the user's request is routed and approved through some internal procedure. The limitation of this device is that it will block communication, slow down the speed and regulate data analysis. Another tool is limiting the user in terms of the type of information and the type of access. Whatever be the provision, there must be some responsible person to ensure security of the HRIS. Another important issue that demands due address is the possibility of resistances that emerge within and out of the HR department. It is most likely that some crucial information on HR is in the purview of some data specialist

who is a technical hand, enjoying some power and prestige. This will, very shortly, lead to friction among the employees. This situation has to be visualised well in advance at the time of planning for HRIS and resolved as to how such conflicts would be addressed to.

Yet another delicate issue is in respect of organizational environment. Any over-handling or implementation is perceived as trouble making. Implementation of HRIS is also not free from this. It refers to surfing or moving from one environment to another. And that is an apple of discord. People, especially senior ones, mostly disregard change in the organization. They feel it disgusting and problematic. Such transformational problems are severe when entirely a new HRIS is introduced. Further, it is also pinching when new hardwares / softwares are required. It creates havoc when there is a doubt in success of the system. When user-groups, implementers and controllers are not defined, it will lead to confusion.

### TYPES OF HRIS

- Operational HRIS
- Tactical HRIS
- Strategic HRIS

**Operational HRIS** support routine and repetitive human resource decisions. Information is detailed, structured accurate and internal.

Examples of Operational HRIS:

- Performance Management Information Systems
- Applicant Selection and Placement Information Systems

**Tactical HRIS** Supports management decisions emphasizing allocation of human resources. Within the human resource management area, these decisions include recruitment decisions; job analysis and design decisions, training and development decisions, and employee compensation plan decisions.

Examples of Tactical HRIS:

- Job Analysis and Design Information Systems
- Recruiting information system
- Employee training system
- Compensation and benefits information system

**Strategic HRIS** Help top level managers to set goals and directions for organization Gather and manage information from within and outside organization.

Examples of Strategic HRIS

- Information system supporting workspace planning
- Specialized Human Resource Information Systems Software

### REASONS FOR POSSIBLE FAILURES OF HRIS:

Any systems newly adopted have reasons to backfire. These reasons, to some extent, may vary in their nature and degree, from organization to organization. The most commonly apprehended reasons for the systems failure may be denoted as follows.

- Ambiguity about the systems goal.
- Failure in identifying problems in proper perspective.
- Poor infrastructure and inappropriate hardware and /or software.
- Existence or evidence of high resistance by the staff for the system.
- Lack of motivation and organizational support.
- Enthusiastic or misleading planning and design.

## VI. LIMITATION OF STUDY

- ✓ Data is collected from the employee during their very limited leisure hours.
- ✓ The Study is confined to Packaging industry
- ✓ The Respondents are afraid to answer sensitive questions.
- ✓ The respondents are failed to answer sensitive questions
- ✓ The suggestion given by this study is valid for a short period.
- ✓ Unwillingness of the respondents to give the actual information.

## VII. RESEARCH METHODOLOGY

Research methodology is a Way to solve systematically the research problem. It explains the various step generally adopted in studying research problems.

Descriptive study is undertaken in order to ascertain and be able to describe the characteristics of the variables of interest in a situation. This study is undertaken in organizations to learn about and describe the characteristics of a group of employees. They are also undertaken to understand the characteristics of organizations that follow certain common practices.

Data required for the study have been obtained from Workers. The primary data was collected from well furnished interview schedule (questionnaire) is given. While deciding about the method of data collection to be used for the study, the researcher used primary and secondary data. The sample size is 110 for the research to be effective.

## VIII. STATISTICAL TOOL APPLIED

To analyze the data and inter the result, the statistical tools and test used for this study are.

- Simple percentage analysis
- Correlation

### SIMPLE PERCENTAGE ANALYSIS

Simple percentage analysis is used for analysis of the data that is collected for research work.

$$\text{Percentage of the Respondent} = \frac{\text{No. of Respondent}}{\text{Total Respondent}} \times 100$$

### CORRELATION:

In Statistics dependence or association is any statistical relationship, whether casual or not, between two random variables or bivariate data. There are two types of correlation positive correlation & Negative Correlation.

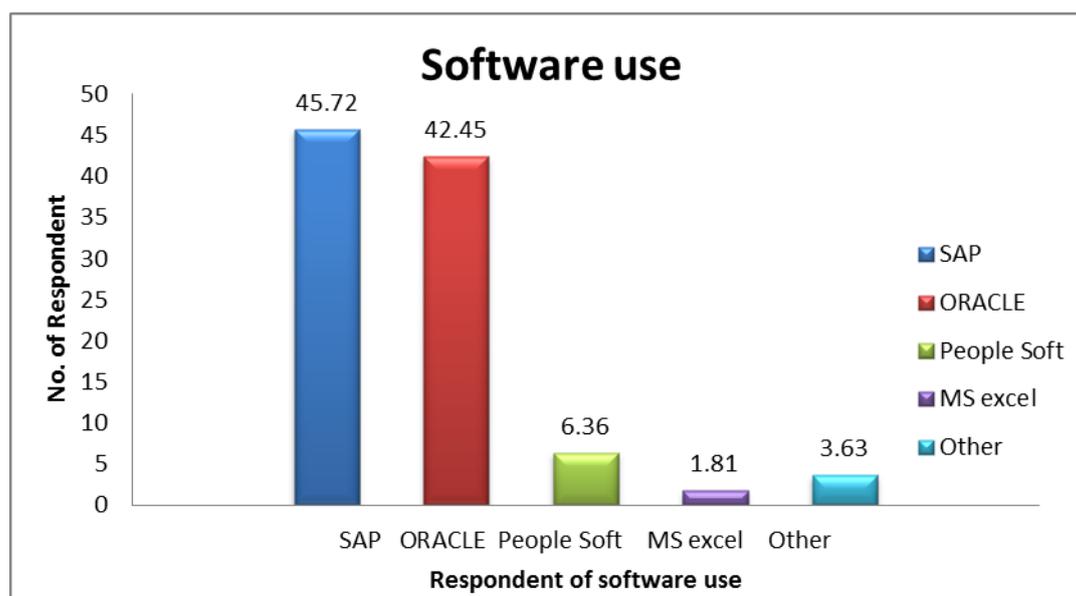
### SPSS

The Statistical Package for Social Science (SPSS) is used to calculate the ANOVA and correlation analysis using SPSS 16.0

### Analysis of software use

**Table No: 1 Analysis of software use**

Sl.No	Factor	No. of Respondents	No. of Respondents in percentage
1	SAP	50	45.72
2	ORACLE	47	42.45
3	People Soft	7	6.36
4	MS excel	3	1.81
5	Other	4	3.63
<b>Total</b>		<b>110</b>	<b>100</b>



**Chart No: 1 Analysis of software use**

### Inference

the table show that 42.72% respondents use SAP, 54.45% of respondents use Oracle than and 6.36% of the respondent use people soft, 1.815 of use software of ms-excel and another software use 3.36%.

## Analysis of Installation Details of software

Table No: 2 Analysis of Installation Details of software

Sl.No	Factor	No. of Respondents	No. of Respondents in percentage
1	Not aware	28	25
2	Less than 1year	67	61
3	1-2 year	12	11
4	2-3 year	2	2
5	more than 3 year	1	1
<b>Total</b>		<b>110</b>	<b>100</b>

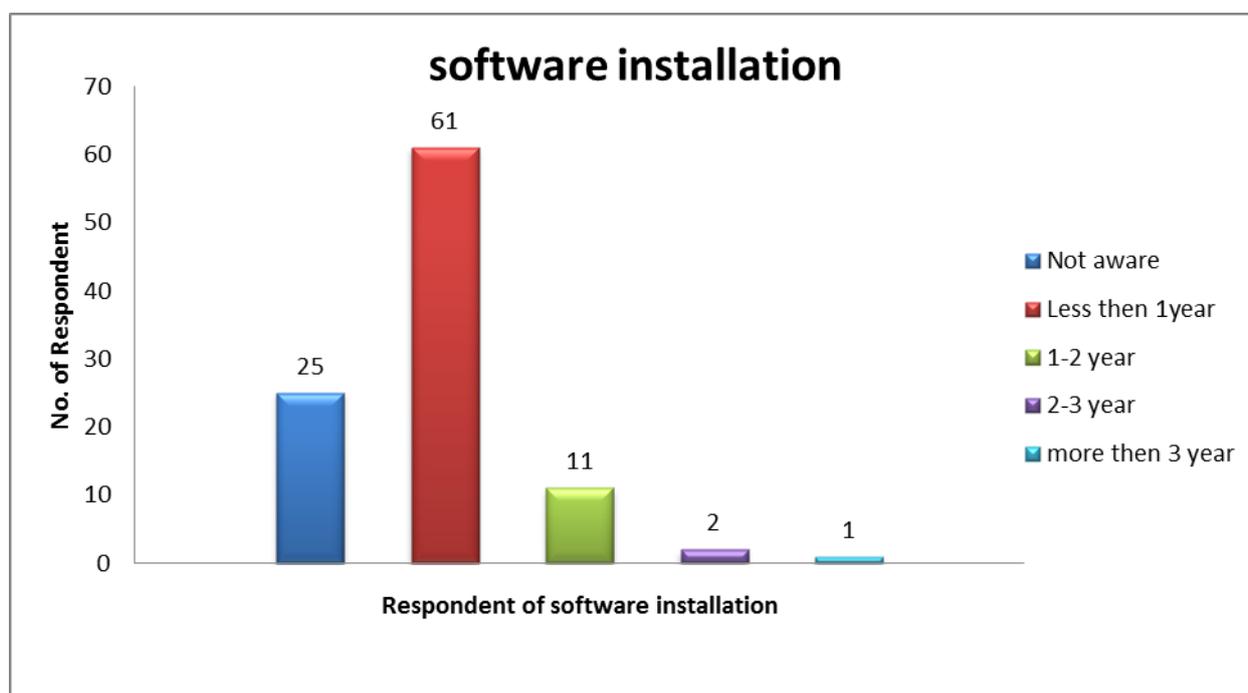


Chart No: 2 Analysis of Installation Details of software

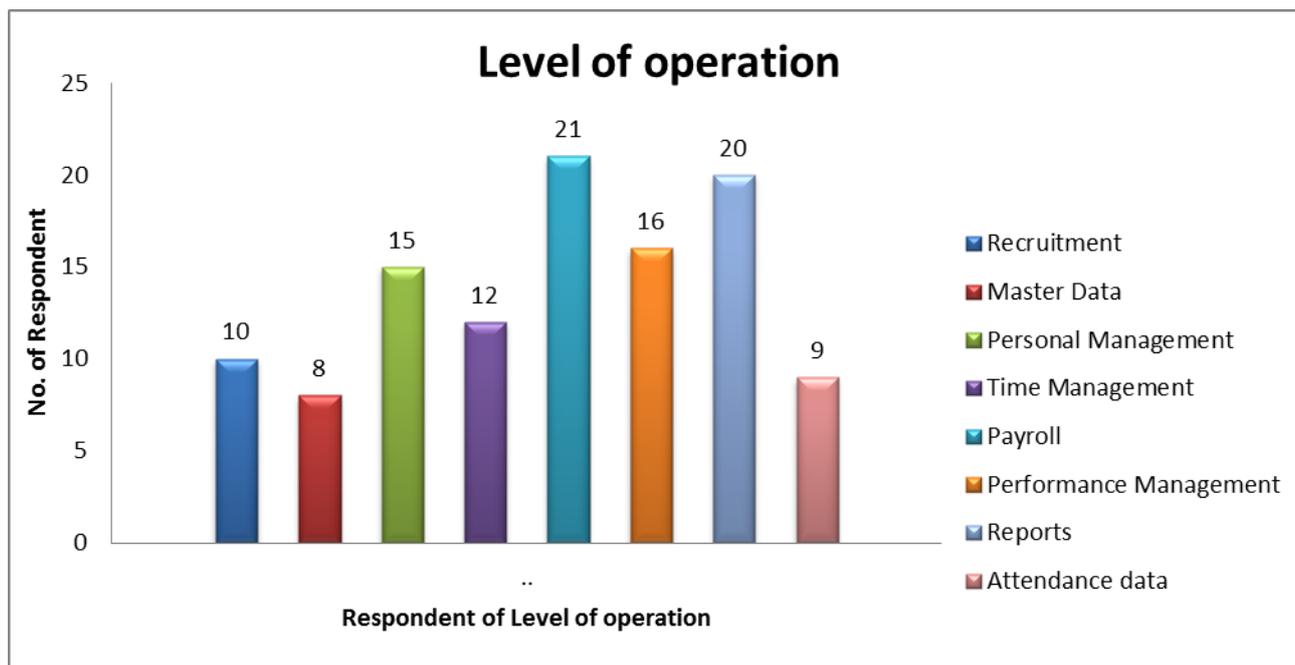
## Inference

the above table shows that nearly 25% of the respondents were not aware says it says of when the software was installed, 61% respondents says it is less than 1 year of software installed, 11% of respondents says it was 1-2 years software was installed and least number of respondents says the software were installed more than 2 years of time.

**Level of operation in HRIS**

**Table No: 3 Level of operation in HRIS**

Modules	No. Of Respondents	Rank
Recruitment	10	6
Master Data	8	8
Personal Management	15	4
Time Management	12	5
Payroll	21	1
Performance Management	16	3
Reports	20	2
Attendance data	9	7
<b>Total</b>	110	



**Chart No: 3 Level of operation in HRIS**

**Inference**

The above table shows the ranking for operational use of HRIS 105 respondents were recruitment, 8% respondents were master data, 15% respondents opinion were personal management, 12% of respondents opinion were

Time management, 21% respondents opinion were payroll, 16% respondents opinion were PM, 20% respondents opinion were Reports, 9% respondents opinion were Attendance data

#### Rate the HRIS features

**Table No: 4 Rate the HRIS features**

features	Factor	very low	low	neutral	High	very high
User friendliness	No. of respondents	0	0	28	38	44
	Percentage	0	0	25	35	40
Security	No. of respondents	0	0	22	55	33
	Percentage	0	0	20	50	30
Consistency	No. of respondents	0	0	26	40	44
	Percentage	0	0	24	36	40
Efficiency	No. of respondents	0	0	25	70	15
	Percentage	0	0	22	64	14
Reliability	No. of respondents	0	0	22	77	11
	Percentage	0	0	20	70	10
Stability	No. of respondents	0	0	11	77	22
	Percentage	0	0	10	70	20
Clarity	No. of respondents	0	0	34	63	13
	Percentage	0	0	30	55	15
Accuracy	No. of respondents	0	0	22	85	3
	Percentage	0	0	20	77	3
Maintainability	No. of respondents	0	0	5.5	99	5.5
	Percentage	0	0	5	90	5

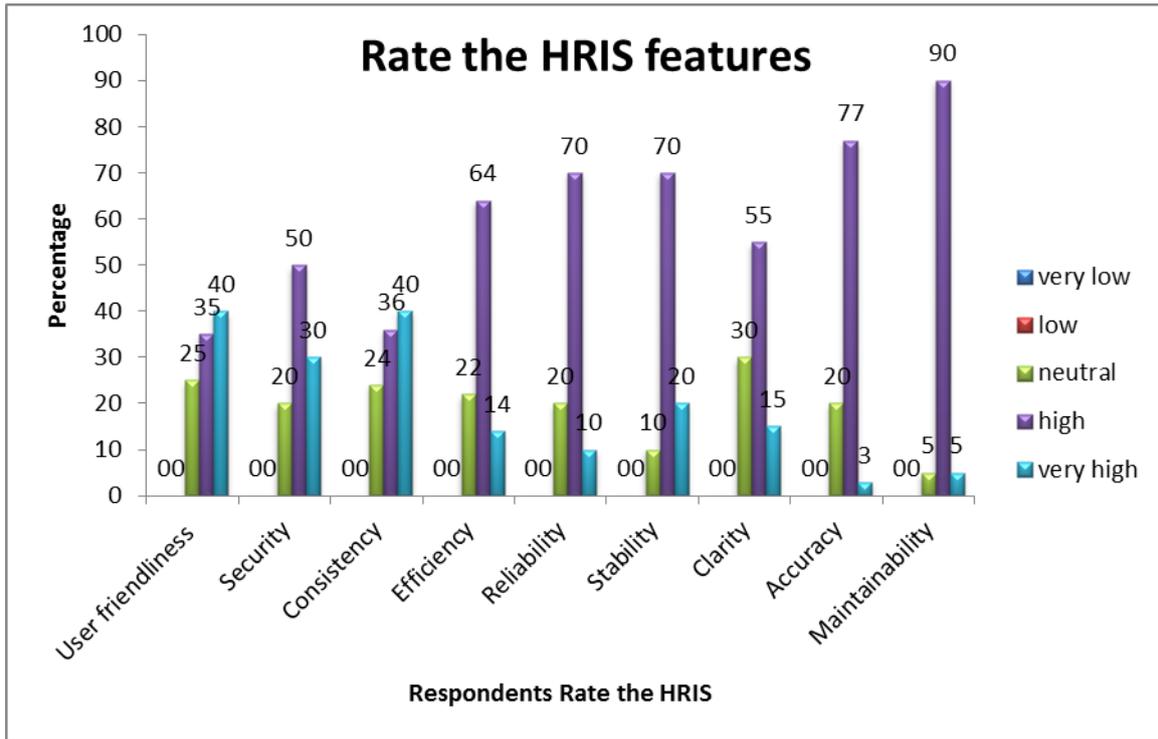


Chart No: 4 Rate the HRIS features

**Inferences:**

The above table explained about the rating of HRIS feature.

40% of respondents feel that the HRIS is highly user friendly.

It is found from the table that the data are highly secured.

40% of the respondents mentions very high in consistency,

64% of the respondents feel the HRIS is highly efficient

40% of the respondents are reliable as expected by the respondents

50% and 75% of the respondents feel that the stability and clarity of the data is high

77% and 90% of the respondents has highly accurate data and maintainability.

**CORRELATION TEST**

To identify the relationship between training on how to use the software and the frequency of training to the workers in the company

**INTERPRETATION****Correlations****Decision statistic**

	mean	std. deviation	N
Software use	1.13	.335	110
Frequent	1.27	.447	110

**Correlation**

		softuse	frequent
Software use	Pearson correlation	1	.134
	sig.(2-tailed)		.164
	N	110	119
frequent	Pearson correlation	.134	1
	sig.(2-tailed)	.164	
	N	110	110

**INFERENCE**

The table named test statistics provided result of correlation matrix we get Pearson's correlation coefficient, p-value for two tailed test of significance and the sample size. From the output, We can see that the correlation co-efficient between software use and frequency is 0.164 and the p-value for two tailed test of significance is less than 0.05. From these figures we can conclude that there is a strong positive correlation between training on how to use the software and the frequency of training to the workers in the company and that correlation is significant at the significance level of 0.05. In other words, there is a positive relation between training on how to use the software and the frequency of training to the workers in the company.

**CONCLUSION**

There is a strong positive correlation at 0.05 significant level between training on how to use the software and the frequency of training to the workers in the company.

**FINDINGS & SUGGESTION****FINDINGS OF THE STUDY**

Finally, managers can access the information they need to legally, ethically, and effectively support the success of their reporting employees. Specific benefits of such systems include:

- + Faster information process
- + Accuracy in providing information
- + Improved planning and program development
- + Enhanced employee communications
- + Reduction in cost of stored data in HR
- + Transparency in the system
- + More meaningful career planning & counseling at all levels.
- + Better ability to respond to environmental changes.
- + Optimum security and confidentiality
- + Voluminous data can be handled
- + Reduced labor cost compared to manual method.
- + Excellent supervision and control
- + 24\*7 Access from anywhere
- + Focus on strategic activities by the Manager
- + Prepared to meet future challenges and changes in HRM.
- + It is found from the table that the data are high secured.
- + 40% of the respondent's feels software maintains very high consistency.
- + 64% of the respondents feel that the HRIS is highly efficient.
- + 40% of the respondents are reliable as expected by the respondents.
- + 50% and 75% of the respondents feel that the stability and clarity of the data is high.
- + 77% and 90% of the respondents has highly accurate data and maintainability.
- + There is a strong relationship persists between training on how to use the software and frequency of training.
- + The implementation of HRIS system is expensive. If the HR and employees were not given sufficient training to operate the software then it will lead a huge loss to the organisation. Poor implementation will also lead to crashing of software at anytime.

**IX. SUGGESTION TO THE STUDY**

- The research reveals the following suggestions can be used to provide a better HRIS system:
- The human resource information system has many benefits. The designing and implementation of HRIS can be made more effective with the help of computer literacy and knowledge of technology standards.
- The quality of an output can be generated based on the data inputted. Only the relevant data can be inputted to avoid errors.
- Proper training to the employees must be given before switching to the new system. The system conversion period must be taken into account so it will not disturb the productivity.
- The respondents feels the HRIS system is user friendly to work.
- e- Recruiting is not fully used since they have more faith on traditional recruitment. hence the organisation can concentrate to use the available technology without wasting.

- Communication through HRIS could build up strong organisational culture.
- Strategic plans of the organisation can be linked with HRIS, this will help to take decisions on merger and acquisition.
- HRIS can be incorporated to ERP system to control the whole of the organization.

## X. CONCLUSION

The HRIS has improved openness of communication, introduction of new methodology of task. As an overall ,the possible outcome of HRIS management system will be clarify what are the latest technology adopted by the organisation and how it helps the Human Resource team to route more effectively planning on job responsibility and expectation, enhancing individual and group productivity, developing employee capabilities to their fullest extent through effective feedback and coaching, driving behaviour to align with the organisation core values, goals and strategy. HRIS system allows employee self-service it enable employees to update personal data and address change, ect., without the intervention of HR. this allow executive and management reporting capability “on the fly ”.Manager Can access the information in a timely manner as it pertains to employee development, performance improvement, and wage details. Beside, providing a basis for making operational human capital decision (e.g., pay) and improving communication between employee and management.

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