

# “A study on Employee perception on usage of Human Resource Information Systems”

Gaganam Karunakar, Prf.Dr. B Swathi

*SEMESTER-4, MBA, MALLA REDDY UNIVERSITY*

*professor, MALLA REDDY UNIVERSITY*

Date of Submission: 05-10-2022

Date of Acceptance: 14-10-2022

## **ABSTRACT:**

HRIS is basically a database system that assists HR professionals. in decision making and reporting. An IT-based HR service that helps managers do this data analysis.

HRIS is a system used to collect, store, manipulate, analyse, retrieve and distribute information related to a company's Human Resources department.

HRIS, also known as Human Resources Information System or Human Resource Management System “HRMS”, is essentially the intersection of human resources and information technology through HR software solutions. This allows HR activities and processes to be conducted electronically. Human Resources Information System "HRIS" is a software or online solution that addresses the data entry, data tracking and data information needs of an enterprise's human resources, payroll, administration and accounting. HRIS's goal is to integrate different parts of HR, such as payroll, employee productivity, and performance management, into a more capital-intensive system than the mainframes used to manage activities in the past. is. Also known as Human Resources Management System (HRMS). In general, HRIS should provide the ability to plan, control, and manage personnel costs more effectively. Achieve greater efficiency and quality in HR decision-making. Improve employee and manager productivity and effectiveness. In most cases, HRIS also leads to more efficient HR decision-making. This research paper helps understand how HRIS can help organizations work more efficiently

Therefore, in order to survive and remain competitive, businesses must have information systems that can provide reliable and consistent information on all corporate activities. Information is the information that guides decision-making because it creates knowledge within an organization and is essential to the continuity of business operations. Lack of integrated information

systems makes it difficult for companies to manage large amounts of information from various partners. This has forced companies around the world to switch to information systems for human resource management.

## **I. INTRODUCTION:**

HRIS stands for Human Resources Information System. HRIS is a system used to collect and store data about an organization's employees.

In most cases, HRIS contains the basic functionality required for end-to-end human resource management (HRM). Systems for recruitment, performance management, learning and development, and more.

HRIS is also known as HRIS software. This is a bit confusing as it means that different systems can run different software. But it's not. HRIS is essentially a human resources software package.

HRIS can run on a company's own technical infrastructure or, more commonly, cloud-based these days. This means HR software runs offsite, making updates much easier. A good HRIS can help improve the employee's perception of the organization. smooth or not

A fast-on boarding process, an app that allows you to find contact information for your colleagues, a good HRIS, like the ability to update and request time off, can help your employees have a better experience. HRIS is very well implemented in the HR function resulting in improved security, improved service, competitive advantage, fewer errors, improved accuracy, improved communication, increased efficiency, increased productivity, complimenting well-organized management, additional perspectives, compacting work essentials, reducing expenses, better decision-making strategies, advanced managers, and more.

One of the most prominent ways to increase the value of information is to provide

access to it through hierarchical organizations and networks. Information, unlike other assets within an organization, can be used and reused due to the nature of information systems.

Another characteristic of information systems is the limited amount of information that can be shared relative to the amount of investment. In today's world, HR must shift its focus from administration and overhaul to using information technology to leverage employee development and improve performance.

In today's world, HR must shift its focus from a more managerial and transactional orientation to leveraging employee growth and using information technology to improve performance.

#### Functions of HRIS

- Applicant and Resume management.
- Reporting and analysis of employee information.
- Management of all employee information.
- Company related documents such as employee hand books, emergency evacuation procedures and safety guidelines.
- Complete integration with payroll and other company financial software and accounting systems.

#### Objectives of HRIS

- Providing the right information in the right format to the right person at the right time
- Timely provision of information
- To keep information up to date
- To provide relevant information
- To provide data security and privacy
- Minimize costs
- Improved labour productivity

## II. LITERATURE REVIEW:

According to Sarah Dwyer an effective HRIS provides accurate and timely data about health workforce. While some states continue to maintain HRH data on paper, other states have initiated efforts to computerize the data either through simple Excel-based spreadsheets or more sophisticated web-based HRIS. This aim of these initiatives is to use the HRIS data to improve recruitment, deployment, and training of health workers to expand access, quality, and use of health services. Where an integrated web-based HRIS is in place, such a system can help track individuals as they move through the health workforce system, improved the accuracy and availability of HRH data, allows sharing of information across sectors to gain a national workforce perspectives, simplify data analysis and generation of reports, project

workforce needs in the future, monitor training requirements and licensing status, and decrease the labour and effort required to maintain the enormous amount of information generated. There has been a lot of change as to how employee data were stored before compared to present systems used in organization. It integrates information like employee details, pay roll, benefits, performance tracking and appraisal etc. Technological advancement led to a lot of changes in HR Management. The storage of data was now shifted from manual ledgers and books to computer hard drives and magnetic tapes. Storage of data became easier and a lot of manual work was removed. HR Management was later seen as a strategic building platform which dealt with the most important resource of any organization. Hence it came to be known as Strategic HR Management (SHRM). The HR Management had total make over when HR Information System was brought into implementation.

#### Research Gap:

Though the research has been conducted in various organisations at different levels and objectives considered, this is a study of employee perception on usage of Human resource information systems.

#### Research objectives:

1. To analyse application of Human resource information systems to support HR practises
2. To know the efficiency of employee interface using HRIS
3. To know effectiveness Human resource information systems in HR planning and decision making.

#### Scope of the study:

The study helps in knowing the employee perception and image of Human resource information systems usage in organisation, the research is done with the help of data given Human resource professionals.

#### Sources of Data collection :

The research has made use of both primary and secondary data.

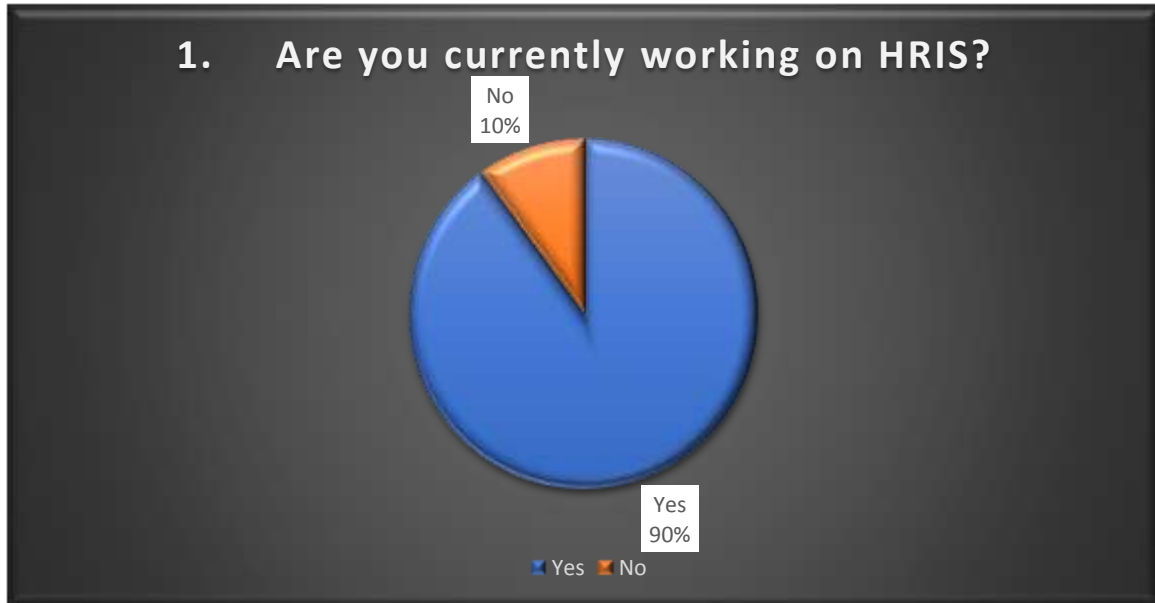
- The Primary data have been collected from the respondents are the HR executives, Administration executives and HR Staff working in different organisations.
- The secondary data have collected from the books, journals, and website soon.

**Research methodology:**

The data which is collected from the employees of Human resource departments perception and the data is collected in the questionnaire format through google forms where 80 of the respondents have responded and the data is represented in the form of Pie charts.

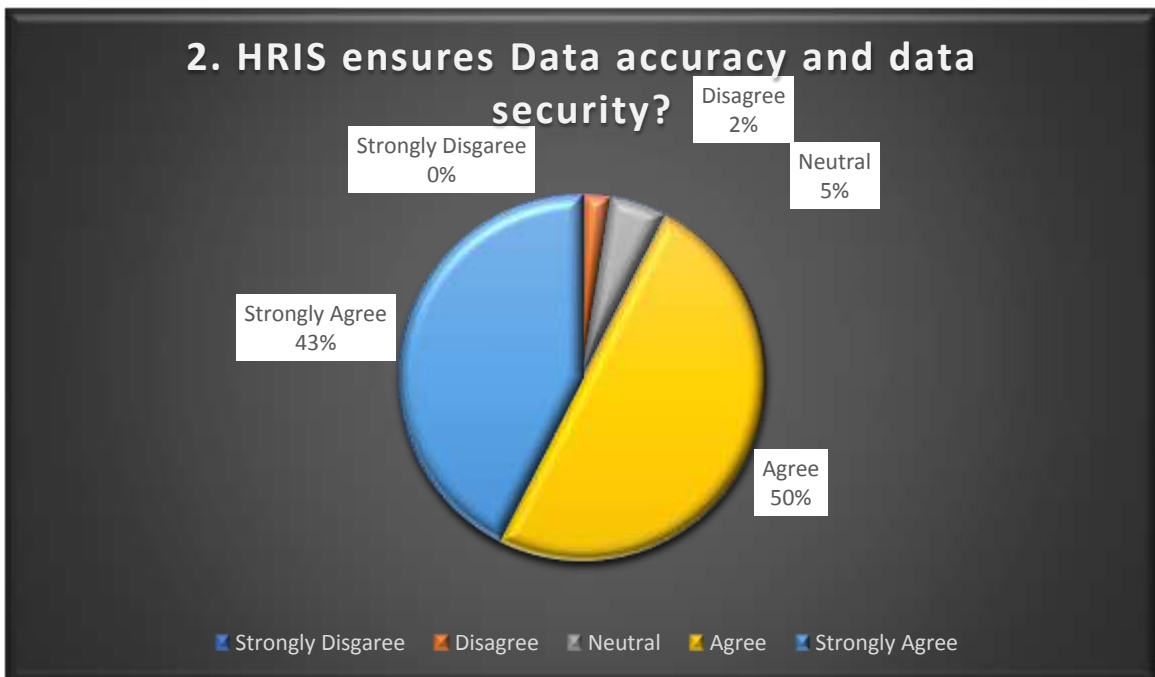
**Research Questions:**

1. Are you currently working on HRIS?
2. HRIS ensures Data accuracy and data security?
3. HRIS helps in Time saving for employees to focus on more important tasks?
4. HRIS effects decision making in a rational and scientific manner?



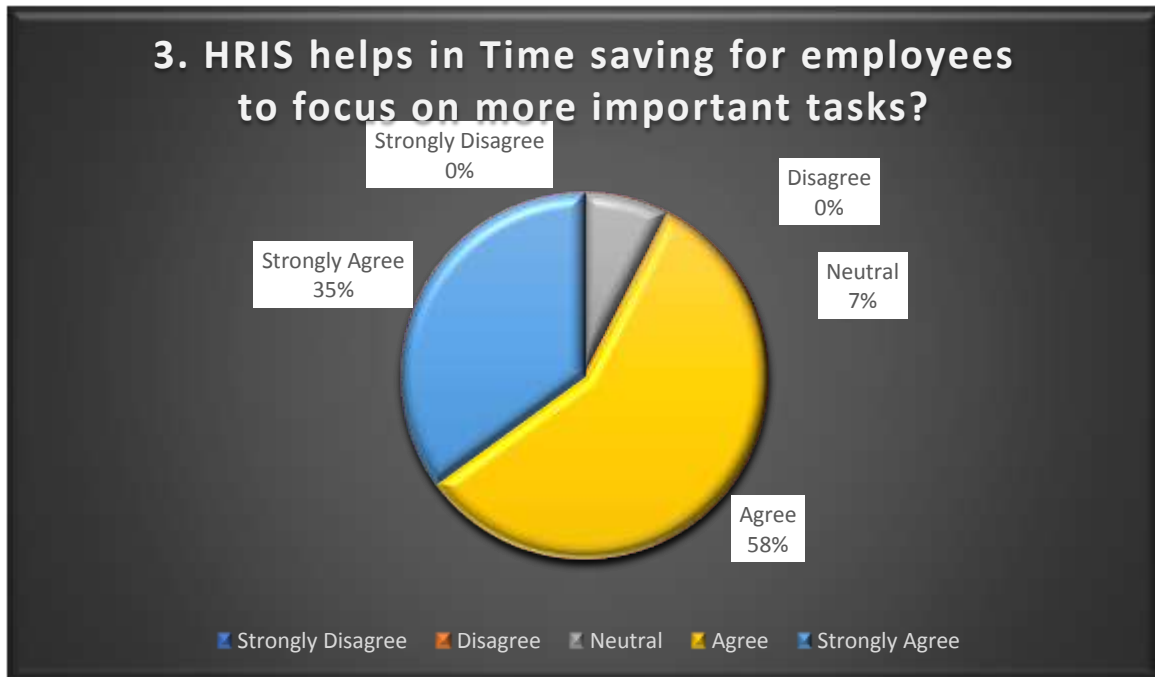
**Interpretation:** The above pie chart shows that 90% of the Human Resource professionals are currently working on Human Resource information

systems and the remaining 10% of them are working with HRIS systems,



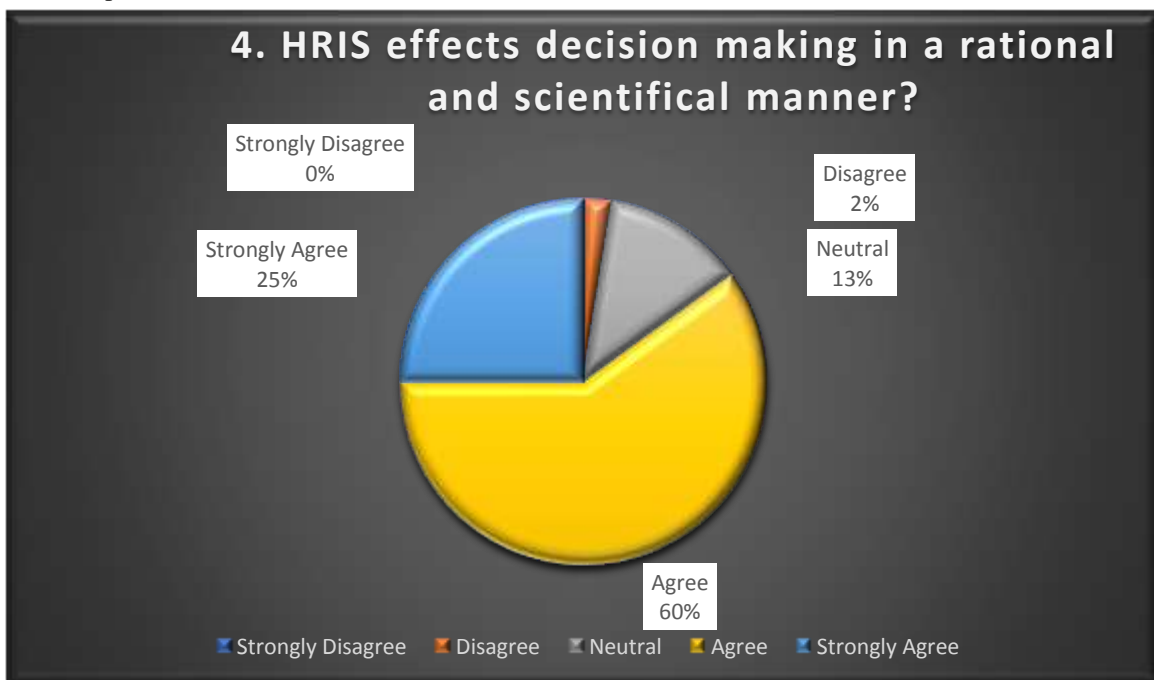
**Interpretation:** The above pie chart depicts most of the respondents of HR professional have agreed that Human resource information systems provide

Data security and Data accuracy but there are few respondents who have not satisfied and agreed with the above statement.



**Interpretation:** The above pie chart depicts that Human resource information systems is a Time saving for the employees and helps to focus on more important works, while 35% of the

respondents have strongly agreed with the statement, 58% have agreed, 7% are neutral with the statement.



**Interpretation:** The above pie chart shows that Human resource information systems effects in decision making in rational and scientific manner. 25% have strongly agreed to the statement 60% have agreed, 13% are neutral, 2% of them have Disagreed and 0% have strongly disagreed to the statement.

**Limitations of the study:**

- The scope of the study was limited because of lack of availability of contacts from HR executives belonging to various organisations.
- The Data are collected by questionnaire method, so the collected data may be based by

the respondent's reply

- Time was a big constraint.

**III. SUGGESTIONS AND CONCLUSION**

Since most of them are satisfied with the performance of Human resource information systems but there are few areas where the HRIS soft wares have to get improved as follows

- Data Security
- Data Accuracy
- User friendly interfaces.