

# The Impact of Human Resource Information System on Organizational Effectiveness

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**Abstract - In this Era of Modernization and Advancement, Technology has Been Playing a Very Integral and Important Part. it has not Only Showed Its Need in the it Sector but has Also Influenced the Business Environment.**

**There are Many Exceptional Aspects Related to Technology which Contribute in One Way or the other for the Globalization and Progression. One Among those Many Aspects is Human Resource Information System. Human Resource Information Systems (Hris) has Remarkably Benefitted to the Productiveness of the Organization. it has not Only Been in the Limelight in the Present Days but has Also Been Adopted by Many Companies Over the Last Few Decades Because of Its Contribution for the Effectiveness and Expansion by Facilitating Information Flow and Reducing the Effective Costs. it has Been a Helping Hand to the HR Managers to Gain Competitive Advantage and Take Valuable Decisions.**

**Index Terms – Human Resource Information System (Hris), Organizational Performance, Organizational Effectiveness, Competitive Advantage.**

## INTRODUCTION

Hris, also Known as Human Resource Information System or Human Resource Management System is Actually an Intersection of Human Resources and Information Technology, Through a HR Software Solution. this Allows HR Activities and Processes to Occur Electronically. Some of the Activities that Human Resource Information System Provide are a Software or Online Solution for the Data Entry, Data Tracking and Data Information Needs of the Human Resources, Payroll and Accounting Functions Within a Business. the Ultimate Goal of Hris is to Merge the Different Divisions of Human Resources. The Financial Condition is Changing Quickly Because of Globalization and Liberation of Business Sector, Changing Client Taste and Inclinations and Financial

Backer Requests and Steadily Expanding. Associations Should Defeat these Dangers and Take Advantage of New Lucky Breaks by Upgrading their Exhibitions Through Decreasing Expenses, Advancing Items and Processes and Working on Quality, Usefulness, and Speed to Advertise. Human Resource Department is One of the Significant Offices in Association that Influences the Organizational Effectiveness. Hris Upholds Various HR Works on Working as a Labor Force Arranging, Payroll Programs, Spending Plans and Worker Relations Too. Therefore, Hris Affects Hierarchical Viability.

this Study Examines on the Impact of Hris on the Organizational Effectiveness. it Lets Us Know Whether the Hris Affects the Organizational Viability. Many Leading Human Resource Management Thinker Suggest that “it is not Technology, but the Art of Human-Resource-Management” that is the Continuing and Evolving Challenge for the Executives in the 21<sup>st</sup> Century. in the Same Way, Believe that “Future Economic and Statistical Advantage Will Rest Within the Organization that Can Most Effectively Attract, Develop and Retain a Different Group of the Best and Brightest Human Talent in the HR World”.

a Human Resource Information System is Defined as a Computer Based Application and Database System, Developed to Assist HR in Decision Making and Strategic Management. it is an it Enabled HR Service for Managers which is Available for Analytical and Business Thinking. Hris is One Part of the Overall Management Information System of Any Organization. as in other Types of Information System, an Hris Comprises of a Database, which Contains One or More Files in which the Data Germane to the System is Maintained and a Database Management System; which Facilitates the User to Access the System and Utilize these Data. Hris Contains Many Tools that Allow Users to Input New Data and Edit Existing Data. Reports May Address

Any Number of Different Hrm Issues Like Planning, Organizing etc. Hris Supports Activities Such as Identifying Prospective Employees, Maintaining Comprehensive Database If All the Current Employees and Developing Modules for Employees' Skills, Talent and Competence.

Hence, Hris is Used by All Three Levels of Management Viz. Top Level, Middle Level and Lower Level.

- *Top Level Management* Uses Hris to Locate the Manpower Requirements in Order to Meet the Company's Goal and Objectives.
- *The Middle Level Management* Uses Hris to Supervise and Review the Salary Structure, Benefits and Recruitment of Employees.
- *The Lower-Level Management* Use Hris to Track the Recruitment and Selection of Employees.

The Emergence of the Human Resource Management System Gave the Human Resource Function Greater Credibility Within the Managerial Setup , Calling for More Sophisticated Use of Information as it is Related to the Strategic Management Function.

#### REVIEW OF LITERATURE

1. (Geraldine Desanctis 1986) Hris have Become a Major Mis Subfunction Within the Personnel Area So F Many Large Corporations. the Hris is Designed to Support the Planning, Administration, Decision-Making, and Control Activities of Human Resources Management.

2. (John W. Boudreau 1996)to Encourage Moving Beyond the Traditional Administrative Model of Hris, Consider Three Ways that the Hris Makes a Difference in Organizations, Such as Calculation, Communication, and Change.

3. (Nicholas Aston Beadles 2005)the Use of Hris has Been Advocated as an Opportunity for Human Resource (HR) Professionals to Become Strategic Partners with Top Management.

4. (Ebenezer Ankrah, Evans Sokro 2012)Hris Use Contributes a Great Deal to Enhance Variables Such as Cost and Time Savings (Cts), Decision-Making Contributions (Dmc), Quality Information Effects (Qie) Employee Development Commitment (Edc).

5. (Patricia L Riley & Et Al 2012) Hris are Critical for Evidence-Based Human Resource Policy and Practice;

There is a Dearth of Information About these Systems, Including their Current Capabilities.

6. (Sabrina Jahan 2014) the Hris Merges Hrm as a Discipline and in Particular, it's Basic HR Activities and Processes in the Information Technology Field. it Can Be Used to Maintain Details Such as Employee Profiles, Absence Reports, Salary Administration and Various Kinds of Reports.

7. (Halil Buzkan 2016)the Strategic Implementation of Hris Would Improve the Perceived Standing of HR Professionals and Executives Within their Organizations as Hris Provides Added Value and Increases the Status of the HR Profession as a Whole Objectives

- To Study the Effectiveness of Hris on the Organization.
- To Know the Areas in which More Development of Hris is Needed.

#### RESEARCH METHODOLOGY

The Present Study is Based on Both Primary and Secondary Data. the Structured Questionnaire was Prepared Based on the Information Collected with the Employee Opinion and Perception Towards the Hris. a Survey was Conducted on the Employees for Obtaining the Required Information to Carry on the Process .the Secondary Data was Collected from Different Books, Journals Articles, Research Papers and Internet Source Also.

Sampling Technique:

The Sampling Technique Adopted is Random Sampling that where Few Employees are Selected Randomly and a Survey was Conducted on the Issues Pertaining to the Organization.

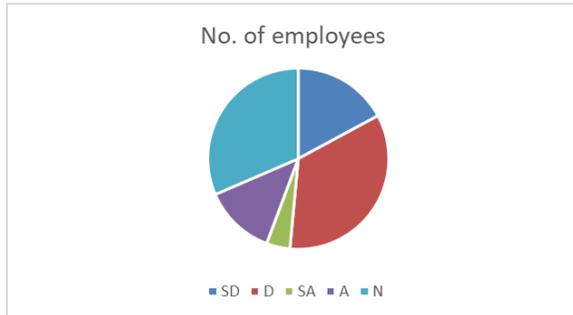
Sample Size:

The Sample Size Selected for the Study was 70 Employees and the Response was Obtained from All the 70 Employees.

Data Analysis

Iq. Does Hris Require Long Hours of Training?

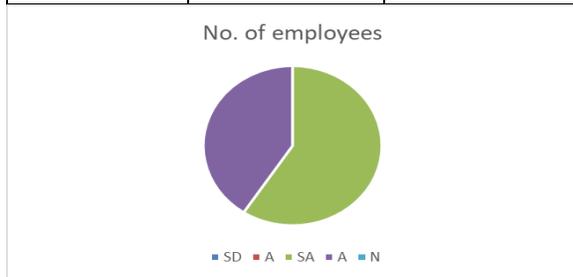
Options	no. of Employees	Percentage
Strongly Disagree (Sd)	12	17.1
Disagree (D)	24	34.28
Strongly Agree (Sa)	3	4.2
Agree (a)	9	12.8
Neutral (N)	22	31.4



Interpretation:  
from the Above Table We Can Clearly See that Majority of the Employees I.E 24 Out of 70 Employees Disagree that the Training for Hris Requires Long and Rigorous Training Hours .Whereas 3 Employees Out of 70 Strongly Disagree.

### 2q. is Hris Operation Easy to Understand?

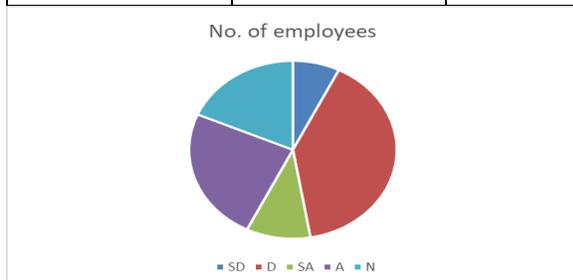
Options	no. of Employees	Percentage
Strongly Disagree	0	0
Disagree	0	0
Strongly Agree	41	58.57
Agree	28	40
Neutral	1	1.42



Interpretation:  
from the Above Table it is Seen that 41 Employees Out of 70 Strongly Agree that Hris is Easy to Understand.

### 3q. Does it Require High Technical Knowledge ?

Options	no. of Employees	Percentage
Strongly Disagree	5	7.3
Disagree	28	40
Strongly Agree	7	10
Agree	17	24.2
Neutral	13	18.5

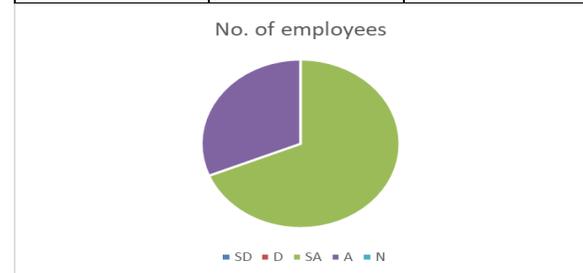


Interpretation:

from the Above Table it is Seen that 28 Employees Out of 70 Disagree that Hris Requires High Technical Knowledge and 5 Employees Strongly Disagree that it Requires High Technical Knowledge.

### 4q. Does Hris Make Performance Evaluation Easy?

Options	no. of Employees	Percentage
Strongly Disagree	0	0
Disagree	0	0
Strongly Agree	42	60
Agree	19	27.2
Neutral	9	12.8

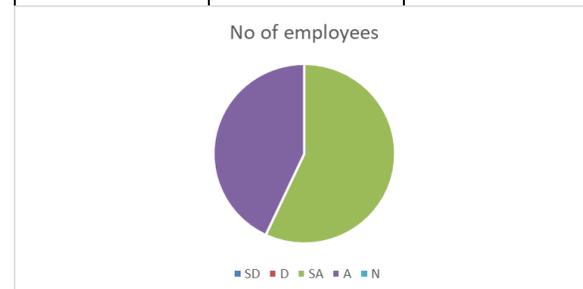


Interpretation:

from the Above Pie Diagram We Can Infer that 60% of the Employees Feel that Hris Makes Performance Evaluation an Easy Task.

### 5q. Does Hris Create Satisfaction in the Organizational Environment?

Options	no. of Employees	Percentage
Strongly Disagree	0	0
Disagree	0	0
Strongly Agree	40	57
Agree	30	43
Neutral	0	0



Interpretation:

from the Above Table We Can Interpret that 40 Employees Out of 70 Agree that Hris Creates Satisfaction in the Organizations and Bring Effectiveness. on the other Hand 30 Employees Agree that it's Effective. it's Understood that Hris is Effective and Creates Satisfaction Among the Employees in the Organization.

### FINDINGS

1. The Organizations Takes Interest in the Training and Development of the Employees in the Organization.
2. The Employees Enthusiastically Participated in the Survey and Gave their Required Answers.
3. By the Responses Received from the Employees We Can Conclude that Proper Training was Provided to the Employees.
4. The Respondents Felt that their Inputs or Material Provided During their Training Program was Useful for their Job.
5. Hris Makes the Tasks Simpler and Easy for the Employees.
6. It is Seen that the Use of the Hris in an Organization Surely Increases Its Growth and is Very Effective in All the Aspects.
7. The Respondents Gained from the Hris Application and Increased their Personal Morale.
8. Most of the Employees Feel that Hris Implementation in the Organization has Taken it a Step Ahead and has Made it Nothing Like the Rest.

### SUGGESTIONS

- As the Business Environment is Changing with the Change in the Technology, it is an Advantage for the Companies to Adopt May New Technical Aspects that Would Take the Company to a Whole New Level.
- As Hris is the Instrument that Can Assist All the other Department to Work Effectively in the Organization, it Would Be a Lot More Beneficial to the Company If it Would Focus More on the Better Implementation and Development of it.
- By Doing So it Would Help in the Growth and Development of the Organization on the Whole.

### CONCLUSION

Due to the Emerging Trends in the Technology Many Companies Have Retorted to Improve their Technical Aspects and One Such is Hris. this Hris When Implemented and Used in an Efficient Manner Would Produce Fruitful Results. this Research has Found that Hris is an Essential and Beneficial Factor in an Organization of Any Size. in Reality, Hris is a Data

and Strategic Vision Oriented Open System Whereas Information Technology Facilitates Communication Freely Between Integrated Featured.

The Use of Hris is Leading to Many Changes in the Working of HR Managers, Learning Such New Techniques Would Be of Great Use not Only to the HR Managers but Also the Company at Large.

the Main Conclusion is the Realization that the Implementation of Human Resource Information System Tens to Play a Vital Role in Human Resource Management Because these Functions Related to Hris Improve Hrm in Various Administrative and Analytical Purposes. the Use of Technology is not Limited Only to the it Sector but Also in the other Such Departments in Global Organization. There are Many Reasons to Say that Hris Plays an Integral and Important Part in the Organization's Effectiveness. the Functions of Hris is Such that it not Only Limits Itself to One Work but Everything Related to it is Directly or Indirectly Connected to the Organizations Growth, Productiveness and Effectiveness.

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