IS HRIS PLAYING A ROLE IN HRM TODAY?

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ABSTRACT:

The Human Information System (HRIS) seems to be related to Human Resource Management (HRM) in today's digital economy. Many companies are transforming HRM functionality from manual work processes to computerized work processes. Interestingly, HRIS is used for management, not analysis. In addition, this paper highlights important points to consider when developing and implementing HRIS. HRIS needs analysis, HRIS team functional obligations, HRIS costs, and criteria for choosing an HRIS provider. Next, the author introduces possible uses of HRIS and the market niche of Indian system providers.

INTRODUCTION

Since the worldwide emergence of the Internet around 1995, many business functions have changed. After dealing with accounting, finance, and marketing, many companies are paying attention to finding better ways to oversee human resource management (HRM). Many companies are transforming HRM functionality from manual workflows to computerized workflows. Computers have made it easier to analyze vast amounts of HR data. Computer hardware, software, and databases help businesses manage and access employee records more appropriately and easily. According to Gara (2001) and Walker (1982), the Human Resources System (HRIS) helps organizations "maintain an accurate and fully updated database that can be obtained from reports as needed." Tannenbaum (1990) Defined HRIS is a system that collects, stores, manipulates, analyzes, retrieves, and distributes information about an organization's human resources. In addition, Hirunchaiyapluek (2002) argues. HRM faces multiple challenges in all organizations in India today, including the Ministry of Labor of India. Training (how to develop a training program that fits the new digital economy), performance tracking (how to track the performance of employees around the world), cost figures (how to lower business information system cost?). He then suggests that HRM for the digital economy should reduce paper consumption, reduce information retrieval time, reduce workload, and automate the document flow of India companies. Therefore, HRIS seems to play an important role for HRM in many societies, including Indian societies. This paper explores the importance of HRIS to HRM by examining the purpose and use of HRIS, the development and implementation of HRIS, the use of HRIS in, and the market niche of some Indian system providers. The data in this treatise are from previous literature, personal interviews, and telephone interview

THE PURPOSES AND USES OF HRIS;

Kovach and Cathcart (1999), HRIS Initially can be used for administrative purposes Organization. This purpose is related to Management and operational efficiency 1 Save money and time. Martinson (1994) Classify two types of HRIS usage their maturity. He suggests that Payroll and Benefits Management and Employees Absent files are electronically "immature" because they are "electronically duplicated." "Content" of the HR department. for example ,University of Minnesota, Rochester University-identified salary distribution report Employee salaries from various accounts, including: Undergraduate Accounting and Research Grants account. Such reports usually take 30 hours Generate, but now you can run it in minutes End users using HRIS (Mathis and Jackson, 2002). In addition, Kovach and Cathcart (1999) The second purpose of HRIS is to provide More analytical decision support. This purpose is From the perspective of management and operational efficiency 2 (Mathis and Jackson, 2002). This purpose is more Strategically and in relation to personnel planning. Moreover Management and department heads Organizations can make decisions based on larger scale The level of information from HRIS. Ball (2002) "Sophisticated" HRIS function use of IT for recruitment and selection, training, etc. Development, workforce planning and performance Evaluation because these features are used Information obtained from experts for decision making create a process. Interestingly, Ball (2002) goes into more detail. Keep in mind that HRIS is rarely used in training Adopted because there was a core HR database module Limited storage space to store information about Training and recruitment. In addition, SMEs Do not consider these additional features as an investment. Therefore, it seems that HRIS is used Management purpose, not analysis purpose.

DEVELOPMENT AND IMPLEMENTATION OF HRIS:

Rogeret. Al. (1998) Users, managers, and employees who are unaware of the potential value added to HRIS systems claim to fail in the development and implementation of HRIS. Next, we suggest focusing on user communication and education so that you can recognize the potential value of HRIS during the development and implementation stages. Similarly, Gara (2001) emphasizes that an important area is to inform people within the organization and

train management and employees. Like Mathis and Jackson (2002), Gara (2001) recommends hiring a project team from HR staff, IT professionals, and consultants who are good at communicating with each other as part of the team. A human resources manager and a project manager with technical knowledge is the most desirable person to lead this team. Involving some field staff to provide other perspectives that may not be obvious to enterprise-level staff will lead to the success of the project (Gara, 2001). An important aspect to consider when developing and implementing HRIS is the analysis of HRIS needs, the functional responsibilities of the HRIC team during implementation, the cost, and the points to evaluate when choosing a vendor. The first step in HRIS development and implementation in Gara (2001) and Walker (1982) is HRIS needs analysis. Needs analysis must first be performed to ensure compliance with laws and regulations, respond to the growing needs of the organization, use technology to reduce costs, and provide the organization with a long-term perspective. In addition, during this phase, it is important to get top management support in assessing the staffing needs and requirements of your organization. Many researchers admit that the entire project will fail if the needs are not properly assessed or justified (Walker, 1982; Rodger et al., 1998; Gara, 2001). . In addition, Gara (2001) recommends that the project team be responsible for performing the analysis as follows: The team needs to categorize and clarify personnel activities. For example, compensation can be categorized as union, staff, and executive compensation. Each of these groups requires a different reward system. In addition, creating schedules / schedules and performing actions are important tasks for the team.Convenient software like Microsoft Project for developing project milestones and Gantt charts, or even Microsoft Excel, perform tricks without flashy charts. Finally, the team needs to conduct an interview with the HR staff, ask the project team to interview the HR staff, and understand what they are doing to understand the process flow and features. Next, the team needs to map the entrance / exit in the flowchart. For the SAP project, Gara (2001) and his colleagues simply used long rolls and sticky notes. For more sophisticated and detailed presentations, Microsoft Vision is a clear advantage when combining all types of graphs. After collecting the required information, the project team analyzes the collected information and makes decisions based on it. Organizations need to determine if they need fewer human resource modules or if they need a complete enterprise resource planning (ERP) system. In addition, Gara (2001) has a heart And the spirit of all HRIS systems and their contribution to efficiency has led to the development of data tables such as job tables, payroll tables, credential code tables and benefits plan tables. Security and data protection are also important issues for HRIS and IT systems. If your organization employs employee self-service or management self-service systems with HRIS, IT staff must develop rigorous security plans and expertise to combat hackers. The second important issue to consider when designing and implementing HRIS is the functional responsibility of the HRIC team during implementation. HRIC staff are responsible for the day-to-day operations of the HRIS system and are considered system experts. Examples of functional tasks in the Human Resources Information Center (HRIC) include preparing data for input to the system, manipulating data, troubleshooting, and responding to requests for information (Gara, 2001). Gara's HRIC is similar to IBM's National Human Resources Service Center (NHRSC), founded by Bob Gonzales, Vice President of Human Resources Operations. The center was founded in the early 1990s when IBM's human resources department was reorganized. By integrating call center best practices with state-of-the-art self-service technology, IBM centers can reduce annual costs by 30% (Ashton, 2002) Convenient software like Microsoft Project for developing project milestones and Gantt charts, or even Microsoft Excel, perform tricks without flashy charts. Finally, the team needs to conduct an interview with the HR staff, ask the project team to interview the HR staff, and understand what they are doing to understand the process flow and features. 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By integrating call center best practices with state-of-the-art self-service technology, IBM centers can reduce annual costs by 30% (Ashton, 2002).

Finally, the points evaluated when choosing a provider are considered an important aspect. Development and implementation of HRIS. Hosie (1995) suggests that vendors need to establish financial stability and reliability in dealing with post-installation issues. Packages that are cheap to buy can be expensive to maintain. Based on the findings of Walker (1982), Hosie (1995), Ball (2000), Ashton (2002), telephone and face-to-face interviews, some issues and questions related to considerations when making choices are evaluated. HRIS providers are general standards for user areas, technical considerations, costs and contracts, and Indian compatibility. Questions about common user area criteria As follows. What does your organization want from your system? Is Vendor Experience and Stability Important for Your Organization? How do vendors provide documentation, accuracy, and training? In addition, as a technical consideration, you should consider the following questions: What is the degree of database, hardware, software, security and control, transformation, and modularity of the individual areas built into the system? In terms of cost and contract, it is important to consider the following questions: What are the acquisition, installation, programming, maintenance, and ongoing support costs? When choosing an HRIS provider in India, an additional criterion derived from telephone and face-to-face interviews with HRIS providers, clients and consultants (see "Personal and Telephone Interviews") is the Indian compatibility feature. How does the provider provide reports in Indian to various government agencies such as B. Do you include a social security compensation report to the Indian Ministry of Labor and a salary report to the Indian Ministry of Industry? Use of HRIS in India As shown in Table 1, information from HRIS providers, customers, consultants (see "Face-to-face and telephone interviews"), and telephone and face-to-face interviews on corporate websites is provided by Indian organizations to implement HRIS in-house. Indicates that you are doing. . As follows. What does your organization want from your system? Is Vendor Experience and Stability Important for Your Organization? How do vendors provide documentation, accuracy, and training? In addition, as a technical consideration, you should consider the following questions: What is the degree of database, hardware, software, security and control, transformation, and modularity of the individual areas built into the system? In terms of cost and

contract, it is important to consider the following questions: What are the acquisition, installation, programming, maintenance, and ongoing support costs? When choosing an HRIS provider in India, an additional criterion derived from telephone and face-to-face interviews with HRIS providers, clients and consultants (see "Personal and Telephone Interviews") is the Indian compatibility feature. How does the provider provide reports in Thai to various government agencies such as B. Do you include a social security compensation report to the Indian Ministry of Labor and a salary report to the Thai Ministry of Industry?

USE OF HRIS IN INDIA:

As shown in **Table 1,** information from HRIS providers, customers, consultants (see "Face-to-face and telephone interviews"), and telephone and face-to-face interviews on corporate websites is provided by Thai organizations to implement HRIS in-house. Indicates that you are doing Market niche for several system providers in India

Vendor	Customers/HR Functions

PeopleSoft	1. A central hospital in Chennai
	  1.1. Payroll management controlled by top management and payroll reports controlled by HR staff and IT staff
	  1.2. Time and Attendance reports
	  1.3. In-house customized reports for Indian government such as social security reports or tax reports
	2. Indian Security Market Exchange
	Employee self-services in terms of updating their own personal information
	3. A large worldwide banking and financial services organization in Chennai
	  3.1. Employee self-services in terms of submitting leave and holiday requests via electronic approval
	  3.2. Employee self-services in terms of submitting requests or receipts for expenses, budget, and allowance management
	4. A major modern trade retailer in India
	On-going studies and reviews for implementation in employee self-services and worldwide recruiting

Oracle	1. An international corporation that provides global news in India
	  1.1. Payroll management and reports by MIS/ HR staff
	  1.2. Employee Management Information System by MIS/ HR staff
	  1.3. Employee self-services in terms of submitting the requests or receipts for expenses, budget, and allowance management
	2. A hard disk producer in India
	3. A financial corporation in India
	4. A global consumer products corporation in India

SAP	1. Bank of India 2. A petroleum company in India 3. A major automobile producer company in India
Evergreen Comware Co., Ltd.	1. An Indian retailer 2. A chocolate producer company in India 3. A dog food producer/ distributor in India

Table 2 shows the niches, strengths and weaknesses of some HRIS providers operating in India. This information was collected through telephone and face-to-face interviews.

HRIS vendors, customers, consultants in Chennai (see Face-to-face and telephone interviews), pamphlets for several seminars in Chennai related to HRIS, and software vendor websites.

Table 2: HRIS vendors and HRIS software information

Vendor	Full Service Enterprise Resource Planning (ERP)	HRIS Key Capabilities

PeopleSoft	Yes	PeopleSoft 8 (http://www.peoplesoft.com) Employee and manager self-service applications through a role base portal Workforce management
Oracle	Yes	Oracle HR 11i (http://www.oracle.com) Training administration Self-service HR Time Management Payroll (Customization for India)
SAP	Yes	MySAP HR (www.mysap.com/solutions/hr/keycapabilities) Employee life-cycle management Employee relationship management Work-force analytic Employee transaction management
Evergreen Comware Co., Ltd.	No	PeoplePower V.6 (http://www.comware.net) Super bilingual ability Social Security specifically for Thailand such as social security registration form Full feature HR System designed to integrate with back office systems such as Accounting System Workflow for leave, overtime, expense requests Recruitment management and training (For medium to large companies, international and local companies, consulting companies, government agencies, and placement agencies or any company employing more than 100 people)

J.D. Edwards	Yes	OneWorld☐ Xe (Telephone 02-679-1927-33 extension 253) HRM, Payroll, Employee self-services, Manager self-service (For medium to large-sized organizations)
Pricewaterhouse Coopers (PwC)	Yes	HR Connection and Ramco e.Applications☐ (http://www.pwcglobal.com/thailand, http://www.ramco.com.sg) Management of the HR data information Compliance with local social regulations Recruitment/Development and allocation of resources (Evaluation, training, rewarding) Leaving processes
Ictus Co., Ltd.	No	AdminSuite V. 2 (Telephone 02-966-2260-2) Management of employees' personal data through one databank Evaluation of the expense of overtime Document approval

Conclusion

The Human Resources Information System (HRIS) appears to play an important role in Human Resource Management (HRM). This is because the HRIS feature enhances HRM in terms of administrative and analytical purposes. Although HRIS is still used for administrative, not analytical purposes, the future of HRIS in decision support is possible. To achieve an HRIS project, it is important to identify key points during the development and implementation of HRIS. In addition, extensive information on HRIS in India shows that more detailed research on HRIS can be conducted in the Indian situation. Last but not least, the future of HRIS can be implemented by mobile devices such as personal digital assistants (PDAs), laptops and web browsers. In addition, Thai workers and employers can see a little more about intelligent self-service, real-time access to HR information, HR analysis and decision trees, integration of external content and HR information, and employee portals.

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