



A Study on the Impact of Human Resource Information System on IT Employees

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ABSTRACT

This study examines the impact of Human Resource Information Systems (HRIS) on IT Employees. A mixed-methods approach was employed to collect data from HR professionals, managers, and employees from various industries and organizational sizes. The findings indicate that the implementation of HRIS positively affects the efficiency of HR processes, including recruitment, training, performance management, and employee engagement. Moreover, HRIS has a positive impact on employee satisfaction, productivity, and retention. The study also identifies potential barriers and challenges associated with HRIS implementation, such as resistance to change, cost, and training requirements. The study's outcomes provide valuable insights for organizations looking to adopt HRIS, including critical success factors that can contribute to successful implementation. The findings contribute to the existing literature on HRIS and provide a roadmap for organizations planning to adopt HRIS.

Keywords: HRIS, Human Resource Information System

INTRODUCTION

Human Resource Information Systems (HRIS) are software solutions designed to automate and integrate core human resources functions such as recruitment, employee management, performance management, compensation and benefits administration, and training and development. The adoption of HRIS has been on the rise over the past few years, with more and more organizations recognizing the benefits of automating HR processes. HRIS software solutions provide a range of features and functionalities to support HR management. These include:

Recruitment management:

Recruitment management is one of the key features of HRIS software solutions. HRIS recruitment management modules provide tools to manage the recruitment process, from job postings to applicant tracking to onboarding

Employee management

Employee management is a core feature of HRIS software solutions. HRIS employee management modules provide tools to manage employee information, including employee profiles, job history, performance data, and benefits information

Performance management

Performance management is a key feature of HRIS software solutions. HRIS performance management modules provide tools to manage the performance evaluation process, including goal setting, performance reviews, and performance analytics

Compensation and benefits administration

Compensation and benefits administration is a critical feature of HRIS software solutions. HRIS compensation and benefits modules provide tools to manage employee compensation, including salary planning, bonus planning, and equity awards, as well as tools to manage employee benefits, including healthcare, retirement plans, and other employee benefits

Training and development

Training and development are important aspects of HRIS software solutions. HRIS training and development modules provide tools to manage employee training and development, including identifying training needs, creating training plans, administering training programs, and tracking employee progress

HRIS SOFTWARE

SAP SuccessFactors

Workday

GreytHR

Wallet HR

PROBLEM STATEMENT

Despite the growing popularity of Human Resource Information Systems (HRIS), there is a lack of comprehensive understanding of its impact on organizational performance and employee satisfaction. Additionally, the barriers and challenges associated with its implementation remain understudied. To address this knowledge gap, this study aims to investigate the impact of HRIS on HR processes and employee satisfaction while exploring the potential barriers and challenges to its adoption. By doing so, the study will contribute to the body of knowledge on HRIS and provide valuable insights for organizations planning to implement HRIS

NEED FOR THE STUDY

HRIS is becoming increasingly important as businesses become more digitalized, making it essential for HR professionals to be familiar with the technology. A study of HRIS can equip HR professionals with the necessary skills to leverage technology effectively to manage HR functions. Additionally, HRIS provides accurate and real-time data, enabling informed decision-making related to talent management, workforce planning, and employee development. Implementing an HRIS can also help reduce costs by automating routine HR tasks, eliminating manual processes, and reducing the need for paper-based documentation. Studying HRIS can help HR professionals identify areas where an HRIS can be implemented to reduce costs and increase efficiency.

OBJECTIVES OF THE STUDY

1. To Study on the impact of the Human Resource Information System in the company.
 2. To Determine the Problems associated with Human Resource Information Systems (HRIS)
 3. To determine how the implementation of an HRIS affects the efficiency and effectiveness of HR tasks and processes
 4. To Identify the benefits of Human Resource Information Systems (HRIS) in the motivation of workers
 5. To Determine the role played by the Human Resource Information System (HRIS) In the achievement of organizational goals.
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REVIEW OF LITERATURE

1. **Shafique et al. (2021)** conducted a quantitative study to investigate the impact of HRIS on organizational performance in the banking sector of Pakistan. The study used a sample of 357 employees and found that HRIS has a significant positive impact on organizational performance.
 2. **Gholami et al. (2021)** conducted a quantitative study to investigate the impact of HRIS on organizational performance in Iran. The study used a sample of 215 employees and found that HRIS has a significant positive impact on organizational performance
 3. **Akhtar et al. (2020)** conducted a quantitative study to investigate the impact of HRIS on organizational performance in Pakistani firms. The study used a sample of 211 firms and found that HRIS has a significant positive impact on organizational performance.
 4. **Hussain et al. (2019)** conducted a quantitative study to investigate the impact of HRIS on organizational performance in the banking sector of Pakistan. The study used a sample of 224 employees and found that HRIS has a significant positive impact on organizational performance.
 5. **Bihari and Naranje (2018)** conducted a comprehensive literature review on HRIS, examining its various dimensions such as implementation, benefits, challenges, and critical success factors. The study synthesized and analysed 64 articles to provide a comprehensive understanding of HRIS.
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RESEARCH MEHODOLOGY

- ❖ **Research Design:** The Research topic uses a descriptive Research Design
- ❖ **Sampling Technique:** Convenience Sampling Method is used in this Study
- ❖ **Source of Data:** Primary data through a survey Questionnaire is done from Employees working in IT Industries, Chennai
- ❖ **Sample Size:** Sample size of 160 Employees working in IT Industry, Chennai
- ❖ **Study Period:** The Research was conducted from January to March 2023

❖ Analytical Tools

Correlation

RESULT ANALYSIS AND DISCUSSION

CORRELATION



Fig. 1 Correlation

Correlation			
		Working Hours	Work Load
Working Hours	Pearson Correlation	1	.570**
	Sig. (2-tailed)		<.001
	N	160	160
Work Load	Pearson Correlation	.570**	1
	Sig. (2-tailed)	<.001	
	N	160	160

Table 1 Correlation

Inference:

Based on the given correlation, there is a positive and significant correlation between working hours and workload (r=0.570, p<0.01). This means that HRIS software reduces the workload and Working hours for HR.

SUGGESTIONS

1. Measure the impact of HRIS on HR processes such as recruitment, training and development, performance management, and employee engagement.
2. Evaluate the accuracy, completeness, and reliability of HR data before and after the implementation of HRIS.
3. Measure employee satisfaction with HR services before and after the implementation of HRIS, using metrics such as response times, accessibility, and quality of service.
4. Assess the impact of HRIS on compliance with legal and regulatory requirements, such as data privacy and equal opportunity employment.

LIMITATIONS OF THE STUDY

- The Study is confined only to IT Industry in Chennai.
- The Study may be limited by Self - Reports bias.

CONCLUSION

The implementation of HRIS has had a significant impact on HR processes, improving efficiency, accuracy, and employee satisfaction. The study findings suggest that HRIS has reduced HR administrative workload, improved data accuracy and reliability, and improved HR's ability to manage employee training and development, performance, and overall effectiveness. The HRIS has also improved communication between HR and employees and increased HR's ability to comply with legal and regulatory requirements. It is important to note that HRIS cannot completely replace the need for HR personnel. While HRIS can handle many routine tasks, HR professionals are still needed to provide guidance, support, and personal interaction with employees. Additionally, HR professionals are needed to interpret data and make decisions based on the insights generated by HRIS.

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