



A Study on Hrms in Attendance and Payroll in Bellapremier Happy Hygienecare, Dindigul

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Abstarct

This study explores the implementation and impact of a Human Resource Management System (HRMS) on attendance tracking and payroll processing within an organizational context. With growing demand for operational efficiency and accuracy, many organizations are transitioning from manual or semi-automated systems to integrated digital platforms. The research focuses on how HRMS automates attendance monitoring, minimizes time fraud, and ensures seamless synchronization with payroll functions, thereby reducing administrative workload and improving data accuracy. Through a combination of case analysis and user feedback, the study evaluates system efficiency, user satisfaction, and cost-effectiveness. Findings indicate that HRMS significantly enhances transparency, reduces errors in payroll computation, and improves overall HR productivity. The study concludes by recommending best practices for successful HRMS integration and highlights potential challenges in system adoption and employee adaptation.

INTRODUCTION

BellaPremier Happy Hygienecare Pvt. Ltd. is a company that makes hygiene products. Managing employee attendance and salary payments manually is difficult and takes a lot of time. To solve this problem, the company has started using a Human Resource Management System (HRMS), which helps track attendance and process payroll automatically.

Before using HRMS, the company faced many problems, such as mistakes in attendance records, salary errors, and difficulty following rules. These issues caused delays, extra work, and made employees unhappy with the payroll system. Manual processes often led to miscalculations and reduced efficiency.

STATEMENT OF THE PROBLEM

The company faced problems with attendance tracking and payroll due to manual processes. Mistakes in attendance records, payroll errors, and difficulties in following rules affected work efficiency and employee trust. To fix these problems, HRMS was introduced. However, it is unclear how much HRMS has improved accuracy, reduced workload, and helped with compliance. This study aims to find out if HRMS has solved these problems and improved workforce management.

OBJECTIVES OF THE STUDY

- To evaluate the effectiveness of HRMS in tracking employee attendance at BellaPremier Happy Hygienecare Pvt. Ltd.
- To analyze the impact of HRMS on payroll accuracy and salary disbursement
- To identify challenges employees face while using HRMS
- To measure employee satisfaction with HRMS implementation
- To assess compliance with labor laws and internal company policies through HRMS
- To provide recommendations for optimizing HRMS usage in attendance and payroll management

NEED OF THE STUDY

Managing attendance and payroll correctly is important for smooth business operations. The company faced problems with manual processes, leading to errors, delays, and compliance issues. HRMS was introduced to fix these problems by automating attendance tracking and salary processing.

This study is needed to find out if HRMS has improved accuracy, reduced payroll mistakes, and helped follow labor laws. It also aims to measure employee and HR satisfaction with HRMS. The results will help the company improve the system and guide other businesses considering HRMS for better workforce management.

SCOPE OF THE STUDY

This study focuses on how HRMS has improved attendance and payroll management at BellaPremier Happy Hygienecare Pvt. Ltd. It looks at whether the system has made attendance tracking, payroll calculations, and salary payments more accurate and efficient. The study includes feedback from HR staff, payroll administrators, and employees to understand their experience with HRMS. It also checks if HRMS has reduced the workload, helped follow labor laws, and improved transparency in payroll. However, this study is limited to BellaPremier Happy Hygienecare Pvt. Ltd. and does not include other companies or industries. It also focuses on the short-term effects of HRMS rather than long-term benefits.

HYPOTHESIS

(H₀): HRMS has no significant impact on attendance tracking, payroll efficiency, error reduction, or employee satisfaction at BellaPremier Happy Hygienecare Pvt. Ltd.

(H₁): HRMS has a significant positive impact on attendance tracking, payroll efficiency, error reduction, and employee satisfaction at BellaPremier Happy Hygienecare Pvt. Ltd.

LIMITATIONS OF THE STUDY

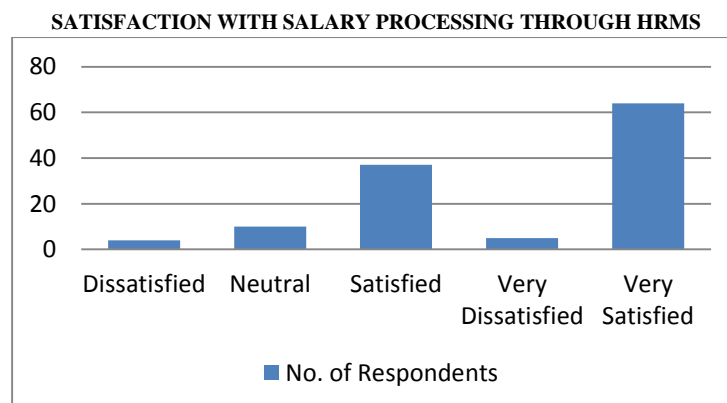
- The study was conducted in one location (Dindigul), so findings may not apply to other areas.
- Only 120 employees participated, which may not represent all employees.
- The study focuses on short-term effects of HRMS, and long-term impact needs further research.

COMPANY PROFILE

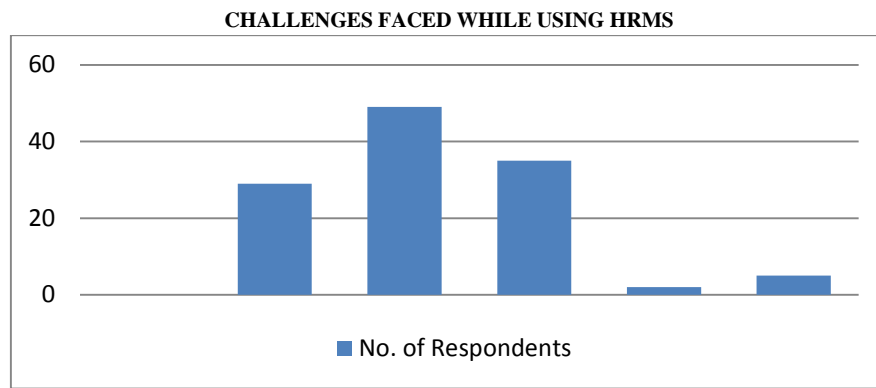
BellaPremier Happy Hygienecare Pvt .Ltd. is a prominent name in the hygiene and healthcare industry, offering a wide range of innovative and high quality products designed to meet the needs of individuals across all age groups. Established in India as part of the globally recognized TZMO Group from Poland, the company combines international expertise with local insights to deliver reliable and comfortable hygiene solution.

BellaPremier Happy Hygienecare specializes in manufacturing and distributing products such as Sanitary napkins, Panty liners, Baby diapers, Adult diapers, and medical disposables. It is home to trusted brands like Bella, Happy, and Seni, which are known for their advanced technology, superior quality, and user friendly designs. With a strong commitment to improving lives, the company emphasizes innovation, sustainability, and customer satisfaction. BellaPremier Happy Hygienecare is also deeply invested in promoting health and hygiene awareness while ensuring that its products meet global quality standards.

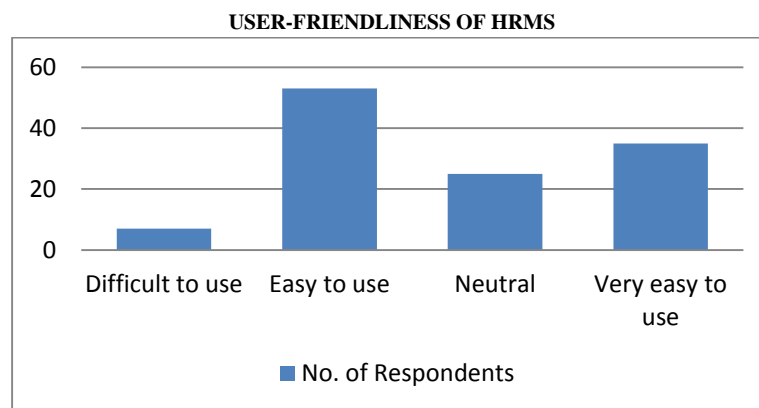
DATA ANALYSIS AND INTERPRETATION



A majority of respondents (53%) are very satisfied with salary processing through HRMS, while 31% are satisfied. Only 7% expressed dissatisfaction (3% dissatisfied, 4% very dissatisfied).



The most common challenge reported by employees is errors in leave application processing (41%), followed by lack of training on HRMS usage (29%) and difficulty in logging attendance (24%).



A majority of respondents find HRMS easy to use (44%) or very easy to use (29%), indicating that the system is generally user-friendly. However, 21% remain neutral, and 6% find it difficult, suggesting that some employees may require additional support or training.

FINDINGS

- Job Role Distribution – The majority of respondents (63%) are workers, followed by supervisors (21%) and staff (17%).
- Age Group – Most employees (47%) fall within the 25-35 age range, indicating a young workforce.
- Gender Distribution – The workforce consists of 63% females and 37% males.
- Departmental Distribution – Logistics (27%) and Production (25%) have the highest number of employees.
- Years of Service – 28% of employees have worked for less than 1 year, showing a high proportion of new hires.
- HRMS Usage for Attendance – 98% of employees use HRMS for attendance, with 93% using facial scanners.
- Convenience of Marking Attendance – 70% find it "very easy" to mark attendance, while 7% find it "difficult" or "very difficult."
- Attendance Tracking Issues – 29% have faced issues, mainly difficulty in logging in (66%).
- Resolution Time – 95% of attendance issues are resolved immediately.
- Salary Check Methods – 76% check their salary via the HRMS mobile app.
- Accuracy of Salary Calculation – 98% believe HRMS provides accurate salary calculations.
- Salary Errors – Only 3% have faced salary errors, mostly related to overtime not being included (50%).
- Satisfaction with Salary Processing – 53% are "very satisfied," while 7% are "dissatisfied" or "very dissatisfied."
- Transparency in Payroll – 98% find HRMS "very transparent."

SUGGESTIONS

- Provide HRMS Training – Conduct structured training sessions to help employees use HRMS efficiently.
- Improve System Accessibility – Address login difficulties by optimizing the system and providing technical support.
- Enhance Leave Application Process – Streamline and automate leave approvals to reduce errors.
- Ensure Timely Overtime Payments – HR should regularly review overtime records to avoid missing payments.

CONCLUSION

The study emphasizes that the implementation of the Human Resource Management System (HRMS) at Bellapremier Happy HygieneCare Pvt. Ltd. has brought about notable improvements in critical HR functions, particularly in attendance tracking and payroll management. These advancements have streamlined administrative processes and contributed to better overall organizational efficiency. However, the study also identifies several ongoing challenges that hinder the full potential of the HRMS.

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