

# A Comparative Study of Manual to Digital HR Systems: An Empirical Analysis of MIS Implementation in Parul University

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## Keywords:

HRIS, Digital Transformation, MIS

## ABSTRACT

This study looks at how Human Resource activities have changed at Parul University with the use of Management Information System. We compared the manual HR systems with the new digital HR systems to see which one is more efficient, accurate, transparent and satisfying for employees. We used both secondary data to evaluate the effectiveness of MIS in HR activities. The results show that using MIS at Parul University has greatly improved the organizations performance by reducing tasks improving accuracy and helping with decision-making.

## PART I: GENERAL INFORMATION

### 1. About the Company / Industry / Sector

Parul University is a known university in Gujarat established in 2015. It is located in Vadodara. Started from the Parul Group of Institutes in 1993. The university offers courses in different fields of education.

Parul University has a workforce of more than 2,500 employees, including teachers, administrative staff and support staff. To manage HR activities effectively the university uses a MIS system, which has improved the organizations performance.

### a) Global Industry Overview

The education and training sector is growing fast and is expected to reach USD 10 trillion by 2030. The higher education sector alone accounts for USD 736-737 billion in 2023.

### Key Growth Drivers:

- More people want education
- Online and hybrid learning models are expanding
- People want to learn new skills throughout their lives
- There is a focus on accreditation and quality standards

**HR Implications:**

- Need for a large workforce
- HR operations are complex
- Digital HR systems like HRIS and MIS are being adopted
- Analytics and AI are being used in workforce management

**b) Indian and Gujarat Market Overview**

India's education market is one of the fastest-growing in the world expected to reach ₹26.95 lakh crore by 2030.

**Key Drivers in India:**

- National Education Policy was formulated in 2020
- Private universities are growing
- Ed Tech platforms are expanding
- Education is becoming industry-oriented

**Gujarat Overview:**

Gujarat is a major education hub with many private universities and government initiatives for digital governance. Vadodara is an academic center in the state.

**HR Implications:**

- Competition for teachers
- Need to comply with regulatory bodies like NAAC, UGC, and AICTE
- Need for centralized HR systems
- Flexibility in workforce management

**c) Growth of the Company / Industry Growth of Parul University:**

- Over 43,000 students
- More than 2,500 employees
- Over 450 academic programs
- Accredited with NAAC A++

**HR Transformation:**

- From manual to MIS
- Automated payrolls
- Automated attendance
- Centralized employee database
- Real-time reporting

**2. About Major Companies in the Industry**

The higher education industry has organizations that support it.

**Private Education Groups:**

- Amity
- Manipal
- SRM
- Ed Tech Platforms: Byju's Coursera, Udemy, UpGrad
- HRIS Vendors: SAP, Oracle, Workday Zoho
- Consulting Firms: Deloitte, PwC, EY, KPMG
- Biometric & Payroll Providers

**These organizations impact:**

- Digital transformation
- Automation of HR processes
- Improvement in efficiency and scalability

### 3. Product Profile (Major HR Products)

HR products include services or products provided to employees. They include:

- Recruitment & Onboarding
- Payroll & Compliance
- Attendance & Leave Management
- Performance Management
- Training & Development
- HR Analytics
- Employees' Lifecycle Management

## PART II: PRIMARY STUDY

### 4. Introduction of the Study

Human Resource Management is a changing concept in management. It has grown from being a tool to an essential part of organizational success. In organizations especially in educational institutions effective HR management is crucial for maintaining academic standards, operational efficiency and employee satisfaction.

Parul University is a growing university with a huge employee base. Traditionally it used HR management techniques, which were not effective. To overcome these issues the university implemented a central management system called PUMIS. PUMIS is a tool that has automated all HR processes in the university.

This study aims to assess the impact of MIS implementation on HR management efficiency, accuracy, transparency and organizational performance.

#### 4.1 Literature Review

Many studies have researched the adoption of HR systems. Theories and studies have confirmed that MIS is effective in improving HR-related activities. These include:

- **Technology Acceptance Model**

This theory says that employees will adopt technology if it is useful and easy to use. If employees find that technology saves time and makes tasks easier they will adopt it. This is true for MIS as it is easy to use and saves time in HR-related activities.

- **Technology–Organization–Environment Framework**

This theory says that for MIS to be successful readiness organizational readiness and environmental factors must be considered. This means that for an organization to be successful in implementing MIS it must consider these factors.

- **De Lone and McLean Information Systems Success Model**

This theory says that system quality, information quality and service quality are crucial in determining information system success. This means that if the information system quality is good it will be successful in achieving goals and objectives. This is true for HRIS as it improves performance and efficiency in HR-related activities.

- **HRIS Impact Studies**

Many studies have confirmed that HRIS improves performance and efficiency in HR- related activities. HRIS improves accuracy and efficiency in HR-related activities, including attendance and employee record management. However training and communications are crucial to ensure that employees accept and adopt HRIS technology.

- **Digital Attendance and Biometric Systems**

Studies have confirmed that HRIS improves accuracy and attendance. However training and communications are crucial to ensure that employees accept and adopt HRIS technology.

- **HR Analytics**

Recent studies indicate that HR analytics is crucial in improving decision-making in HR- related activities. However training and communications are crucial to ensure that employees accept and adopt HR analytics technology.

From the theories and studies it is confirmed that HRIS is effective in improving performance and efficiency in HR-related activities. HRIS improves errors in tracking attendance and calculating salaries difficulty in maintaining and accessing employee information lack of transparency in performance evaluation and increase in burden.

At Parul University similar problems were faced in the past due to the increasing size of the organization. HR management of thousands of employees is not a task.

To overcome these problems the university opted for the MIS system, which integrates all HR activities in one place.

The purpose of this study is to understand the shift from HR systems to MIS and evaluate its effect on organizational efficiency.

## **4.2 Problem Statement / Rationale of the Study Problem Statement**

Manual HR systems in education institutions face problems of inefficiency, accuracy and transparency in managing employee information.

### **Key Problems Identified**

- Time-consuming HR activities
- Data duplication and inaccuracy
- Lack of data centralization
- Delay in approvals and salaries
- Difficulty in monitoring employee performance

### **Rationale of the Study**

With the increasing number of institutions like Parul University there is a need to develop more efficient HR systems.

The purpose of this study is to evaluate the effectiveness of MIS in HR activities and assess improvements in terms of efficiency, accuracy and transparency.

The rationale of this study is to evaluate whether MIS is helpful in overcoming the limitations of HR systems and can be helpful in the long-term growth of the organization.

## **4.3 Objectives of the Study**

The objectives of this study are:

1. To assess the existing HR practices in Parul University
2. To analyze the implementation of the MIS system in the HR functions
3. To assess the impact of the MIS system, on the efficiency and productivity of the organization
4. To compare the manual and automated systems in the organization
5. To identify the difficulties encountered during the implementation of

- The researcher collected data from secondary sources. They used a way to choose the people to study, which is called convenience sampling.

- The researcher used questionnaires with questions and observed people to collect data. They did this to make sure the data they got was good and accurate.

## **5. Research Methodology**

The researcher has used the descriptive and analytical research design to assess the impact of the implementation of the MIS system on the organization.

The researcher has collected data from primary and secondary sources. The researcher has used the convenience sampling technique to select the sample population.

The researcher has used structured questionnaires and observation methods to collect data. The researcher has used these methods to assess the reliability and validity of the data collected.

## **6. Data Analysis and Interpretation 6.1**

Looking at the data collected is a step in turning it into useful information. In this study the researcher looked at the data from the employees of the organization to see how well the MIS system worked in making the HR department better.

### **6.2 Detailed Analysis**

#### 1. Usage of the MIS System

The employees in the organization use the MIS system a lot. Interpretation:

The fact that the employees use the MIS system much means they like it. It is working well.

#### 2. Improvement in Efficiency

The employees said that the MIS system saved them time when doing their tasks. Interpretation:

Using machines to do tasks automatically made things faster and easier. People did not have to do as much work by hand.

#### 3. Accuracy in Processes

Mistakes in pay and attendance became less common because machines were doing the work.

Interpretation:

Using machines to do tasks made things more accurate.

#### 4. Transparency

Employees can see their attendance leave and pay details at any time. Interpretation:

This makes the organization more open and honest.

#### 5. Employee Satisfaction

Most employees are happy with the system. They had some problems learning it at first. Interpretation:

If employees get training they will be even happier with the system.

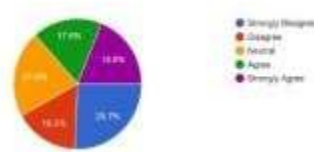
2. Digital HR operations are more time-saving in urgent or exceptional cases.

16 responses



4. Digital systems enable quicker communication and decision-making.

14 responses



6. Digital HR processes offer better control and flexibility for staff handling exceptions.

14 responses



8. Digital HR operations encourage better coordination between HR and staff.

15 responses



### 6.3 Overall Interpretation

The MIS system had an impact on the HR department making it more efficient, transparent and accurate.

### 7. Findings

The research found the following things:

- The MIS system made the HR department more efficient
- The organization does not have to do much administrative work
- Mistakes in pay and attendance are less common
- The organization is more open and honest because employees can see their details at any time
- The organization can make decisions
- There were some problems when the MIS system was first introduced

### Final Outcome:

The research proved that the MIS system is working well and having a positive impact.

## 8. Limitations of the Study

Even though the research found some things there are some limitations:

- The research only looked at one organization
- Not many people were studied
- The research was done in a time
- Some employees may not have told the truth when answering questions
- Technology is changing fast which may affect the research in the future

## 9. Conclusion and Suggestions

### 9.1

The MIS system has made a difference in the HR department at Parul University. It has become more efficient, accurate and transparent.

The HR department is now more important. Is helping the organization grow.

### 9.2 Suggestions

- The organization should train employees
- The system should be easy to use and look nice
- The organization should use technology like artificial intelligence and analytics
- The organization should have a technical support system
- The system should be. Maintained regularly
- The organization should keep the system safe

## 10. Success Story – Staff Lifecycle Management Before the MIS System:

- Documents were done by hand, which meant they could get lost
- Approvals took a time

### After the MIS System:

- All staff documents are now digital
- Everything is, in one place

- The process is more transparent

**Impact:**

- The organization has administrative work to do
- Employees are happier
- The organization is more efficient and productive