

A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM IN HOME FIRST FINANCE COMPANY LIMITED, NAMAKKAL.

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Abstract: A Human Resource Information System (HRIS) is a software solution designed to manage and automate HR-related tasks and processes. HRIS has become an essential tool for modern organizations, helping to streamline HR operations, improve employee engagement, and support strategic decision-making. This paper provides an overview of the HRIS, including its scope and the key areas it covers, such as recruitment and onboarding, employee data management, benefits administration, time and attendance, performance management, and training and development. Additionally, the paper explores the benefits and challenges of implementing an HRIS, including increased efficiency, improved data accuracy, and enhanced decision-making, as well as the potential for technical issues and the need for ongoing training and support. Finally, the paper highlights some of the latest trends in HRIS, such as the use of artificial intelligence and machine learning, and the growing importance of data analytics and insights in HR decision-making.

Keywords: HR analytics, Payroll management, Recruitment management, Performance management, Employee self-service (ESS).

I. INTRODUCTION

Especially in difficult economic times, it is critical for companies to become more efficient in every sector of their business; human resources (HR) are no exception. HRIS refers to software packages that address HR needs with respect to planning, employee information access, and employer regulatory compliance.

A human resource information system (HRIS) is software that provides a centralized repository of employee master data that the human resource management (HRM) group needs for completing core human resource (core HR) processes. An HRIS can help HR and organizations become more efficient through the use of technology.

An HRIS stores, processes and manages employee data, such as names, addresses, national IDs or Social Security numbers, visa or work permit information, and information about dependents. It typically also provides HR functions such as recruiting, applicant tracking, time and attendance management, performance appraisals and benefits administration. It may also offer employee self-service

functions, and perhaps even accounting functions.

An effective HRIS provides information on just about anything the company needs to track and analyze about employees, former employees, and applicants. Your company will need to select a Human Resources Information System and customize it to meet your needs. With an appropriate HRIS, Human Resources staff enables employees to do their own benefits updates and address changes, thus freeing HR staff for more strategic functions. Additionally, data necessary for employee management, knowledge development, career growth and development, and equal treatment is facilitated.

Finally, managers can access the information they need to support the success of their reporting employees legally, ethically, and effectively. Human Resource Information Systems (HRIS) have become one of the most important tools for many businesses. Even the small, 20-person office needs to realize the benefits of using HRIS to be more efficient. Many firms do not realize how much time and money they are wasting on manual human resource management (HRM) tasks until they sit down and inventory their time. HRIS is advancing to become its own information technology (IT) field. It allows companies to cut costs and offer more information to employees in a faster and more efficient way.

1.1 OBJECTIVES OF THE STUDY

- To increase the quality of HR service.
- To improve HR monitoring, centralize and secure data.
- To enhance their contribution to the strategic direction of firm.
- To formulate their policies and program.
- To identify degree of importance attached to various dimensions of service quality viz.
- To increase competitiveness by Reengineering human resource process and function.

1.2 IMPORTANT OF THE STUDY

- To identify the factors that affect time management
- To improve employee productivity

1.3 SCOPE OF THE STUDY

- The scope of the study is to influence human resource information system relationship with employees

1.4 NEED OF THE STUDY

- The study is based on employee benefits
- The study is done based on the opinion of the sample taken at random, the size of the sample is 120
- The study only assumes that the information is taken from employees.

II. REVIEW OF LITERATURE

1. **Nokwanda Mbatha and Nontobeko Mkhize (2022)** had conducted a study titled "**The Impact of Career Progression Planning on Job Satisfaction and Turnover Intention.**" In this study, the authors investigated the effect of career progression planning on job satisfaction and turnover intention among employees. To provide context for their study, the authors reviewed several studies on Human Resource Information Systems (HRIS) research. One of the studies they reviewed was conducted by Yujie Yang and Elaine Biech (2019) titled "A Review of Human Resource Information Systems (HRIS) Research: Implications for Human Resource Development (HRD)." In this study, the authors reviewed existing literature on HRIS research and identified its implications for Human Resource Development (HRD). The authors found that HRIS can have a significant impact on HRD practices, including training and development, performance management, and career development. The authors also identified several challenges that organizations face when implementing HRIS, such as resistance to change and insufficient resources.

2. **Shahbaznezhad et al. (2021)** conducted a review of literature on **Human Resource Information Systems (HRIS)** and proposed a typology to classify HRIS based on their features and characteristics. The authors reviewed 104 articles published between 2000 and 2020, and identified four categories of HRIS: administrative, operational, strategic, and knowledge-enhancing. The administrative HRIS primarily deals with the transactional and record-keeping functions of HR, while the operational HRIS is used for routine HR activities such as recruitment, selection, and performance management. The strategic HRIS focuses on strategic HR planning, talent management, and organizational development, while the knowledge-enhancing HRIS emphasizes knowledge creation and sharing within the organization.

3. **Farooq, Mahmood, Shahzad, and Ijaz (2021)** conducted a systematic literature review to examine the impact of **Human Resource Information Systems (HRIS)** on strategic Human Resource Management (HRM) practices. The authors synthesized the findings from 44 articles to identify the benefits, challenges, and factors influencing the adoption and implementation of HRIS for strategic HRM practices. The authors found

that HRIS can enable strategic HRM practices by facilitating data-driven decision-making, improving communication and collaboration between HR and other departments, and enhancing employee engagement and satisfaction. However, the authors also identified challenges associated with HRIS adoption and implementation, such as the need for significant investments in technology and resources, concerns about data privacy and security, and resistance from employees.

4. **Singh and Kaur (2021) conducted a review of literature on the role of Human Resource Information Systems (HRIS) in Strategic Human Resource Management (SHRM).** The authors aimed to identify the key themes and issues related to the use of HRIS in SHRM. The review identified various benefits of using HRIS in SHRM, such as enhancing efficiency, improving decision-making, providing accurate and timely information, and increasing employee engagement. The authors also found that the successful implementation of HRIS in SHRM depends on various factors, such as the organization's culture, leadership, employee skills and attitudes, and technology infrastructure.

5. **Azam, Omar, and Younis (2021) conducted a review of the literature on Human Resource Information Systems (HRIS) and its impact on Human Resource Management (HRM).** The authors aimed to identify the current state of research on HRIS and its relationship with HRM. The study used a systematic literature review method to analyze 60 articles published between 2010 and 2020.

III. RESEARCH METHODOLOGY

The research used in the project is descriptive. The study used both primary as well as secondary data. The primary data was collected in primary data with a well-structured questionnaire.

3.1 Research Design

For this study, descriptive research design was used. It is issued to identify and obtain information on the characteristics of a particular problem or issue. A descriptive research design was selected because it has the advantage of producing a good number of responses from a wide range of people. Also, this design provides a meaningful and accurate picture of events and seeks to explain people's perceptions and behavior based on the data collected.

3.2 Data Collection

Primary and secondary data are used for this research.

3.3 Tool for Data Analysis

Percentage analysis, CHI-SQUARE TEST

DATA ANALYSIS AND INTERPRETATION

4.1. Percentage Analysis

Table 4.1.1

Improved the communication between HR staff and other department

PARTICULARS	FREQUENCY	PERCENTAGE	VALID PERCENTAGE	CUMULATIVE PERCENTAGE
STRONGLY DISAGREE	1	0.8	0.8	0.0%
DISAGREE	4	3.3	3.3	4.2
NEUTRAL	11	9.2	9.2	13.3
AGREE	43	35.8	35.8	49.2
STRONGLY AGREE	61	50.8	50.8	100.0
TOTAL	120	100.0		

Source: Primary data

Inference

From the above table 4.2.11, we infer that 0.8% respondents are strongly disagree, 3.3% of respondents are disagree, 9.2% of respondents are neutral, 35.8% of respondents are agree and 50.8% of the respondents are Strongly agree. Hence, we conclude that majority of respondents are Strongly agree (50.8%) with the improved the communication between HR staff and other department.

CHART NO – 4.1.1

Communication between Hr staff and other department

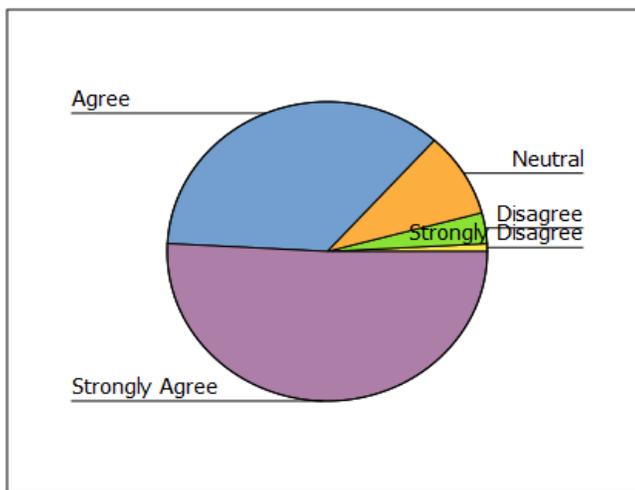


Table 4.1.2

Ensures data security and confidentially

PARTICULARS	FREQUENCY	PERCENTAGE	VALID PERCENTAGE	CUMULATIVE PERCENTAGE
STRONGLY DISAGREE	3	2.5	2.5	2.5
DISAGREE	6	5.0	5.0	7.5
NEUTRAL	18	15.0	15.0	22.5
AGREE	40	33.3	33.3	55.8
STRONGLY AGREE	53	44.2	44.2	100.0
TOTAL	120	100.0		

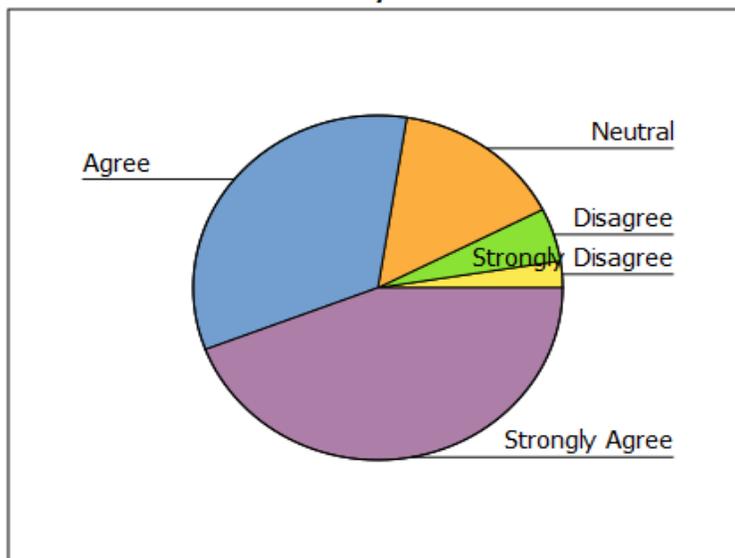
Source: Primary data

Inference

From the above table 4.1.1, we infer that 2.5% respondents are strongly disagree, 5% of respondents are disagree, 15% of respondents are neutral, 33.3% of respondents are agree and 44.2% of the respondents are Strongly agree. Hence, we conclude that majority of respondents are Strongly agree (44.2%) with the ensures data security and confidentially.

CHART NO – 4.1.2

Ensures data security



4.2 CHI-SQUARE TEST

Table No.4.2.1

Comparison between educational qualification and the employee self-service feature in HRIS is easy to navigate and use.

H0 - There is no significance relationship between Comparison between educational qualification and the employee self-service feature in HRIS is easy to navigate and use.

H1 – There is significance between educational qualification and the employee self-service feature in HRIS is easy to navigate and use.

	Value	Df	ymptotic sig (2 tailed)
Pearson Chi square	2.11	4	.071
Likelihood Ratio	2.50	4	.064
Linear by linear association	.33	1	.056
	120		

Source: Primary data

Inference

From the above table 4.2.1, we infer that if the value is 2.11 means the degree of freedom (df) is 4 and the asymptotic significance (2 tailed) is 0.071 in the pearson chi – square, if the value is 2.50 means degree of freedom (df) is 4 and the asymptotic significance (2 tailed) is 0.064 in the likelihood ratio, if the value is 0.33 means the degree of freedom (df) is 1 and the asymptotic significance (2 tailed) is 0.056 in the linear-by-linear association. Hence, we conclude that Ho is rejected and H1 is accepted in relationship between educational qualification and the employee self-service feature in HRIS is easy to navigate and use.

IV. FINDINGS

- The majority of respondents are Strongly agree (50.8%) with the improved the communication between HR staff and other department (Table 4.1.1)
- The majority of respondents are Strongly agreed (44.2%) with the ensures data security and confidentially. (Table 4.1.2)

Findings of One-way Anova

From Table (4.2.1) Indicates, we infer that if the value is 2.11 means the degree of freedom (df) is 4 and the asymptotic significance (2 tailed) is 0.071 in the pearson chi – square, if the value is 2.50 means degree of freedom (df) is 4 and the asymptotic significance (2 tailed) is 0.064 in the likelihood ratio, if the value is 0.33 means the degree of freedom (df) is 1 and the asymptotic significance (2 tailed) is 0.056 in the linear-by-linear association. Hence, we conclude that Ho is rejected and H1 is accepted in relationship between educational qualification and the employee self-service feature in HRIS is easy to navigate and use.

1. SUGGESTION

Home First Finance Company Pvt. Ltd. is good reputation in home loan market. Due to HFFC has built good image among the customer. The success factor of HFFC is hard work, discipline, co- operative structure of its employees and it help to the company to achieve customer satisfaction level. The company also maintains good relationship with its customers.

This would include identifying pain points, areas of improvement, and the specific HR processes that could be streamlined using an HRIS system. The selected HRIS system should have features such as employee self-service, time and attendance tracking, performance management, and reporting. The HRIS system would be integrated with other systems and processes in the company, and employees would be trained to use it effectively. This would involve adding features such as an employee recognition program, employee development plans, and tools to support communication and collaboration. The HRIS system would be integrated with other systems and processes in the company, and employees would be trained to use it effectively. It would be thoroughly tested to ensure that it is functioning properly and meeting the company's needs.

This would involve communicating the benefits of the system to employees and encouraging them to use it for their HR-related needs. HRIS system would be evaluated to measure its effectiveness. This would involve analyzing data to identify areas of improvement, gathering feedback from employees, and making changes as necessary to ensure that the system is meeting the company's needs.

V. CONCLUSION

The implementation of a Human Resource Information System (HRIS) can have significant benefits for an organization, including streamlining HR processes, improving employee engagement, enhancing data-driven decision-making, and reducing administrative workload. Throughout the project, it is important to conduct a thorough analysis of the current HR processes, select a suitable HRIS system, implement and test the system, launch it to the employees, and evaluate its effectiveness. The HRIS system can be used to streamline HR processes such as recruitment, onboarding, performance management, time and attendance tracking, and benefits administration. By automating these processes, the system can reduce the administrative workload on HR personnel, allowing them to focus on more strategic tasks.

VI. REFERENCES

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