A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM TO IMPROVE STAFF EXPERIENCE AT MANIPAL HOSPITAL, DODDABALLAPUR.

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ABSTRACT

This study explores the implementation of a human resource information system with the goal of enhancing staff experience. By integrating technology and HR processes, the study seeks to streamline information management, optimize communication, and facilitate efficient HR operations. The research analyzes the impact of the HRIS on staff satisfaction, engagement, and overall experience within the organization through a combination of quantitative and qualitative methods, the study evaluates the system effectiveness in addressing staff needs, and fostering a more positive work environment. The findings offer insights into the potential benefits and challenges of adopting an HRIS to enhance staff experience, contributing to the broader field of HR Technology and employee wee-being.

INTRODUCTION

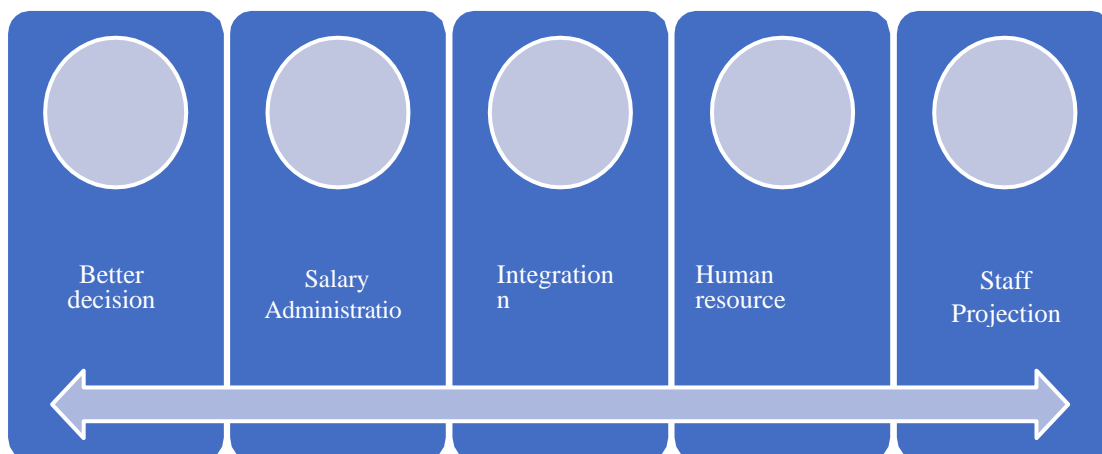### Meaning of Human Resource Information System

(HRIS) , a system for monitoring human resources The term "system" denotes to the orderly arrangement of pieces or components that are interconnected. The HRIS provides users with a plethora of information on the organization's human resources so they may make wise decisions regarding those resources. It is also branded as a human resource information management system. It helps to handle all the functional aspects of HRM effectively.

Several instances of a HRIS in an Indian context

Coal India Ltd.: The Online HRIS has been introduced, allowing all of CIL's executives and those of its subsidiaries access of HRIS modules, including the Performance Management System, Learning & Development, Family Details, Experience/Skill, and Learning & Development.

State Bank of India: SBI HRMS Portal Login was created specifically for their employees to view their salaries, pension statements and gratuities online. Additionally, SBI released the MYHRMS mobile app so that their staff could access the HRMS sbi portal from any location.

Benefits of Human Resource Information System (HRIS)

Better decision-making: The Human Resource Information System aids in making more successful decisions for all managerial and operative features of HR management.

Salary administration: Employing an information system throughout an organization's functional areas is the only way to ensure current & efficient pay or salary administration.

Integration Function: it's the examine of connecting your HRIS with other application's typically via their Application programming interfaces, (APIs)

Human Resource Development: A system is to collect and store data on an organization's employees.

Staff Projections: Human resource forecasting involves projecting labour needs and the effects they'll have on a business.

HRIS and Strategic human aid planning:

Strategy refers to the long-term plan designed to achieve desired objectives. We canclassify the strategies like businesses strategies, purposeful strategies, corporate strategies etc. Strategic compensation and praise management(SCRM), amongst those the strategic human aid planning(SHRP), is a primal function which helps to recognize the key places in the corporation which very essential to achieve organizational objectives. The integration of material organization with humanoid aid planning creates an opportunity to make rational decisions on HR issues. Hanadi Al-Zeiger in his look at investigates the hyperlink among human aid information system and strategic human aid planning by suggesting the model with independent variables in HRIS like human aid development, staffing, compensation and benefits, Human aid research, safety and health and employee relations, and in SHRP the based variables likeemployee security, recruitment, profession planning, human wealth Management and giant training.

LITERATURE REVIEW

1: Assessment of the Readiness of academic Staff of a tertiary institution, forperformance evaluation using a dynamic human resource information system.

Year:2018

Author: Fashoto, Stehhen G, Publication: African Journal of computing & ICT, Volume:53-65

Learn how to manage human resource more successfully with snell/Morris' industry-leading MANAGING HUMAN RESOURCE, 19E. this warm, helpful framework examines the pandemic's effects on HR while concentrating on important HR challenge and practices.

Case studies link concepts to contemporary HR practices while more than 500 current, memorable examples from real organisations serve to explain essential aspects. You are given the knowledge and

Competencies to assess and actively influence change thanks to practical content and applications. As the most recent context examines current developments, such as the impact of data analytics on HR, concern of generation Z and millennial employees, and influence of societal television on HR, you learn how HR impacts people and organizations. (Fashoto,2018)

2: Extent of HRIS adoption and its impact on organizations performance: moderatingrole of HR staff experience

Year:2018

Author: Nasim Qaisar, Khurram Shahzad, Muhammad Arif, Publication: Abasyn universityJournal of Social Science

While successfully implementing an initiative source planning (ISP) system is undoubtedly a herculean task, insurmountable. Your company must first create a success plan if it wants to benefit from ERP. However, "prepare to see your organisation reengineered, your staff disrupted, and your productivity drop before the payoff is realised drop before the payoff isrealised" 1ERP implementation must be gotten as a brand-new business venture, businesses must involve all employees and unequivocally and fully sell them on the idea. (Nasim Qaisar,2018)

3:Impact of benefits and barriers of implementing HRIS on staff performance Year:2018

Author: Mohammad Izzat Alhalameh, Publication: international Journal of Businessand management 13 (10), volume: 100-108

The persistence of the study, is to evaluate how the benefits and drawbacks of the human resource information system affect the staff's performance at Al-Balqa Applied University. The necessary information was gathered via a self-administered survey to achieve these goals. 200 research applicants who were chosen at random to participate in the study received the questionnaire. Descriptive technique was used. Utilising SPSS, the data was analysed. Conferring to the study, installing an data scheme for social capitals has a favourable impact on university performance. The results also displayed that system implementation challenges had a detrimental effect on university staff members' performance.(Alhalameh, 2018)

4: "Human Resource information systems (HRIS), of Developing countries in 21st century: Review and prospects"

Year: 2021

Author: G. M. Azmal Ali Quaosar, Md Siddikur Rahaman, Publication: Review & prospects, Volume 9-20

In the 1940;s HRM began to use technology (Desanctis, 1986). Before the 1990s, the importance and advantage of this technology were not understood. As a outcome, since the 1960s there have been more alterations (Kavanagh, Guetal, & Tannenbaum, 1990; leaderer, 1984). (HRIS) is a scheme for gathering, storing recovering, analysing, and disseminating data about a company's human resource. It includes people, policies and process, forms and data in addition to computer gear and software connected to human resources. Employee learning capacity increases in direct proportion to human competence, which then fosters worker's innovative capacity (Moussa & EI Arbi, 2020). The Strengthing of the strategic planning process is crucial for the HRIS innovation capability in an organization. (G. M. Azmal Alo Quaosar, 2021)

RESEARCH GAP

Finally, research is required to determine whether adopting an HRIS is cost-effective and to pinpoint the possible return on investment that businesses may anticipate from these systems. We can better understand how HRIS can be cast-off to improve employee satisfaction and organizational success by filling in these research gaps.

RESEARCH DESIGN

Sampling techniques	Simple Random Technique
Sampling size	100
Sampling unit	Hospital Staff
Sampling area	Manipal Hospital, Doddaballapur

Descriptive   Research

The purpose of research is to amass data, obtain fresh data, examine the data, and interpret it in accordance with the correct techniques specified by strict academic disciplines and specialized fields. In-depth inquiry is a necessary step in the research process.

DATA COLLECTION

Mutually main and minor information bases are castoff to get evidence. The following is a list of them in additional detail.

1. Primary source

Primary data is evidence that has non been altered or processed and has been obtained directly from the source through surveys, evaluations, and experiments.

2. Secondary sources

Secondary data is info that has formerly stayed acquired and reviewed by someone other than the user. Secondary data can be obtained in a variety of ways.

TOOLS FOR ANALYSIS

The statistics composed is examined with the following tools:

A. Sample Percentage Method.

B. Weighted Average Method.

C. Charts.

D. Tables.

SAMPLING

It is described as the progression of drawing judgements about or after a subset of persons based on statistics but also attractive into explanation their individuality. A sample's accuracy and precision are what establish its validity

QUESTIONNAIRES

A survey is a kind of information – gathering instrument.

• Previous and present presentation.

• Age, gender, experience, and occupation are all demographic factors.

• Factual level

• Feelings & attitudes

• What are the problems met at exertion?

• Regarding security protections.

RESEARCH OBJECTIVES

1.   To identify the current HRIS practices in place and assess their effectiveness in meeting theneeds of employees.

2.   To determine the areas of staff experience that need improvement and identify the rootcause ofany issues.

3.   To evaluate the   Relationship   between   employee experience and HRIS.

4.   To Assess best practices for organization's to improve staff experience towards HRIS.

LIMITATIONS OF THE STUDY

1.   Limited acceptance: Employee resistance to new technology may result in pooradoption ratesand few advantages.

2.   Difficulties   with   information quality: Incomplete or erroneous data might make thesystem less effectiveand result in poor decision-making.

3.   Ongoing maintenance and support may be necessary for the system, which can be expensive andtime-consuming.

4.   Integration issues: The system's integration with other HR systems or business processes mightbe difficult and expensive.

DATA ANALYSIS:

Using SPSS software for the data analysis & interpretationCorrelation

Table Showing 4.1

	13. Employees receive regular feedback and performance evaluations to support their professional growth?	40. Implementinga user- friendly search function within the HRIS to easilylocate information and resourceswould improve the staff experience?
4. Are there any technicalissues being resolved with the HRIS system?		

|				
4. Are there slightly practical issues being resolved with the HRIS system?	Pearson Correlation	1	.256*	.255*
	Sig. (2-tailed)		.011	.011
	N	100	99	99
13. Employees receive regular feedback and performance evaluationsto support their professional growth?	Pearson Correlation	.256*	1	.221*
	Sig. (2-tailed)	.011		.028
	N	99	99	99
40. Implementing auser-friendly search	Pearson Correlation	.255*	.221*	1
	Sig. (2-tailed)	.011	.028	
function within the HRIS to easilylocateinformation and resources would improve the staff experience?	N	99	99	99

Interpretation:

The data demonstrates a strong positive link between fixing HRIS system technical problems and giving staff members regular feedback and performance reviews. The data also demonstrates the assistances of adding a user-friendly search capability to the HRIS to augment the staff experience.

REGRESSION

Table Showing 4.2

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	18-25	20	20.0	20.2	20.2
	26-35	69	69.0	69.7	89.9
	36-45	9	9.0	9.1	99.0
	above 45	1	1.0	1.0	100.0
	Total	99	99.0	100.0	
Missing System		1	1.0		
Total		100	100.0		
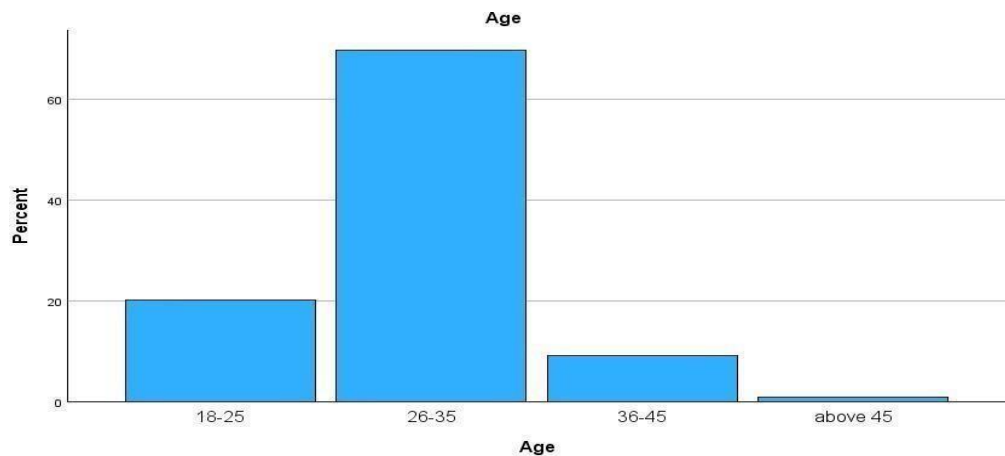
Interpretation:

The overhead slab represents the age distribution of individuals. It shows that the popular of the contributors fall within the age range of 26 to 35 (39%), 18 to 25 (20%),

36 to 45 (9%)of the group, and above 45 only 1% respectively.

Inference:

The table shows the distribution of respondents based on their age clusters. The majority of respondents fall in the Age range of 26-35 (69.7%), followed by those aged 18-25 (20.2%). There are smaller percentages of defendants in the age collections of 36-45 (9.1%) and above45 (1.0%).

CHI-SQURE TEST

Table showing 4.3

Gender * The HRIS effectively manages employee onboarding processes, suchascollecting required documents and facilitating orientation.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	11.040ᵃ	4	.026
Likelihood Ratio	11.529	4	.021
Linear-by-linear Association	4.676	1	.031
N of Valid , Cases	99		

a. 1 cells (10.0%), have expected count less than 5. The minimum expected count is 4.95.

Symmetric Measures			
		Value	Approximate Significance
Nominal bynominal.	Phi	.334	.026
	Cramer's V	.334	.026
No of Valid Cases.		99	

Interpretation:

The Chi- Square tests conducted on the HRIS impact data disclose statistically substantial suggestion among gender and the effectiveness of employees onboarding processes. The results propose that gender might play a role in how well the HRIS manages onboarding, as evidenced by the significant person Chi-Square and Likelihoodvalues.

FINDINGS

1.   Communication and appreciation are two areas that the organization can improve to improve the employee experience. Employee happiness can be increased by clear and transparent communication about corporate goals and developments, as healthyas acknowledging employees' contributions.

2.   Employees are concerned about data privacy and security, with a sizable majority expressing confidence in the HRIS system's capacity to handle these issues efficiently.

3.   A pleasant worker experience is also influenced by the availability of resources, chancesfor skill development, & sustenance for work-life balance.

4.   Employees typically view the existing HRIS practices as favorable, with the majority believing that the system is user-friendly, effective in managing duties, andsupports careergrowth and training needs.

5.   Communication and acknowledgement are two aspects of the HRIS experience that might be improved. Employees want clear and honest communication about corporate goals andupdates, as well as greater recognition for their efforts and achievements.

SUGGESTIONS

1.   Implement regular upgrades and maintenance of the HRIS system to ensure itsfunctionality and to give employees with real-time and correct information.

2.   To improve user experience and eliminate potential confusion, provide clear andeasy instructions on how to usage the HRIS functions.

3.   In order to preserve employees' private information and build their faith in   thesystem, incorporate data privacy and security protections into the HRIS system.

4.   Improve accessibility by ensuring that the HRIS can be used, on a range of devicesto accommodate varied employee preferences and demands.

5.   Employees can benefit from support in knowledge new assistances, which canadd to their professional development and job happiness.

CONCLUSION

Finally, the statistics show that the popular of employees have a favorable attitude towards the HRIS system, with high agreement on its usability, efficacy, & assistance for various tasks.However, there are approximately things that may be done better, such as addressing technical concerns, expanding customizing possibilities, and strengthening communication and recognition efforts.

To improve employee satisfaction with the HRIS system, organizations should priorities regular upgrades and maintenance to guarantee real-time and correct information is supplied. Employees should be given clear and simple instructions to assist them traverse the system efficiently. Data privacy and security safeguards should be reinforced to provide employees confidence in the security of their personal information.

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