

A Study on the Role of Human Resource Information System Performance in Organization

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ABSTRACT :

This study explores the impact of HRIS performance on various organizational outcomes, including employee productivity, decision-making efficiency, and strategic human resource management. By integrating technology into HR functions, organizations can streamline processes such as recruitment, training, payroll, and performance evaluation. The paper examines how the performance of HRIS—measured through system usability, data accuracy, and integration capabilities—contributes to achieving business goals. Additionally, it highlights the challenges organizations face in implementing and maintaining efficient HRIS and suggests strategies for optimizing its use. The findings underline the importance of aligning HRIS capabilities with organizational needs to drive sustainable growth and competitiveness.

KEYWORDS:

An HRIS, Human Resource Information System, "HR Management," "Data Management," "Talent Management," "Employee Data," "Payroll," "Benefits," and "Performance Management".

1.INTRODUCTION:

A human resource information system (HRIS) is a systematic procedure for collecting, storing, retrieving, and maintaining data that an organization needs concerning the actions of its works, the characteristics of its organizational units, and its human resources. A Human Resources Information system, or HRIS, is a software solution that is used to collect, manage, store, and process an organization's employee information. Essentially, HR teams use an HRIS to work more efficiently and make more data-driven decisions..

Studying the role of HRIS (Human Resource Information System) in organizations involves exploring how these systems streamline HR processes. Key aspects include their impact on recruitment, employee data management, performance evaluation, and strategic decision-making. Additionally, HRIS's role in enhancing employee engagement, compliance with regulations, and overall organizational efficiency is crucial to examine. The study may also delve into challenges such as implementation issues and the evolving landscape of HR technology.

2.1 LEADERSHIP STYLE:-

(Sanjeev et al., 2024), This study tells about the labor force has forever been significant than all unmistakable and immaterial assets accessible to an association. In the computerized age, the millennial favors the advanced approach to working and imparting. Accordingly, taking on innovation patterns in an association is unavoidable for upper hand. The current situation additionally centers around the feasible way to deal with complete different cycles. Reasonable business interaction and labor force can be kept up with and accomplished through human asset data

framework (HRIS). The utilization of HRIS improves process proficiency as well as lessens squander alongside the expense of interaction and support generally speaking natural cordiality. The review centers around the job of HRIS in accomplishing maintainability and investigate the job of computerized culture as a middle person in the connection among HRIS and hierarchical supportability. The proposed model depends on the specialized authoritative and ecological hypothesis, which covers comprehensive methodology for making hierarchical progress in arrangement to the SDG objectives.

(Setiawan & Wakhyuni, 2024), This study means to track down how the impact of remuneration, discipline, and HRIS Improvement on HR The executives at PT Pegadaian Medan Branch, the exploration strategy utilized is quantitative with a Numerous Relapse Examination approach. The consequences of this study demonstrate that The outcomes got from research led on HRIS factors (X1), specifically there is an impact between HRIS on HR The executives at PT Pegadaian Medan Petisah. This implies that one of the variables of HR the executives is impacted by the utilization of HRIS by workers. Representatives who can work IT appropriately will get ideal execution results, The outcomes acquired from the Work Discipline variable impact HR The executives. Where the more noteworthy the discipline got by representatives both inner and outside, the more prominent the administration of HR at PT. Pegadaian, The outcomes acquired demonstrate that pay impacts HR The board. This implies that how much remuneration got for their work gives excitement that brings forth greatest HR the board

(Shahreki, 2024), This study shows the Little and medium-sized undertakings (SMEs) in the help and assembling area are already face remarkable difficulties in their key HRM abilities. In this regard, a developing worry for the two researchers and experts is the sending of

key IT capacities that can empower the organization's superior presentation work framework (HPWS) capacities, which impact the proficiency of its HR capability. The focal point of this study is to investigate the essential arrangement of HR and IT according to the viewpoint of capacity-based intercession. Primary condition displaying was directed to dissect the information acquired by looking over 211 administrations and assembling area SMEs. The outcomes uncover that the HR effectiveness was affected by the HRIS possibilities of SMEs through their system execution with their venture HPWS possibilities. The discoveries demonstrate that it is more probable for the help and assembling area SMEs that all the while foster their HRIS and HPWS capacities to acquire an upper hand through HR capability improvement

(Panjaitan), (2023) Mechanical advancements cause the requirement for changes in asset the board. This is done with the goal that asset the executives in an organization turns out to be more productive and can contend well with contending organizations. One stage in creating asset the executives to build productivity is carrying out the Human Asset Data Framework (HRIS). This exploration will be directed to perceive how the execution of HRIS can work on the effectiveness of Human Asset The executives. This examination will be completed utilizing an engaging subjective methodology. The information utilized in this study comes from different examination results and past examinations. The consequences of this investigation then discovered that the presence of HRIS can possibly build the viability and productivity of HRM. This is on the grounds that HRIS can streamline human asset the board in the space of arranging, enrollment and determination, advancement, execution assessment, and remuneration. This increment can assist the association with prevailing with regard to rivaling different associations.

(Samy et al), (2023) This research paper shows the Dynamic assumes a significant part in associations. It is the main action that directors do. Studies have broadly handled the significance of dynamic cycle. Yet, deciding the fundamental factors that influence direction and the job of HR Data Frameworks (HRIS) as a middle person has gotten immaterial consideration, particularly in the Egyptian setting. Appropriately, the fundamental subject of this

paper is to inspect the impact of the execution of the TOE model in light of the three settings; innovation (upper hand, intricacy, similarity, security and trust), association (senior administration, availability, innovation, development and execution), climate (rivalry, broadcast communications foundation,

network access supplier, colleague backing and colleague pressure) on the course of informed navigation intervened by HRIS in the advanced education establishments area in particular Middle Easterner Foundation for Science and Innovation and Sea Transport (AASTMT) The exploration system can possibly add to the group of information, and in this way further develop the dynamic cycle to achieve better nature of occupation life.

(Al Mamun, 2022) This study shows the Human asset data frameworks (HRISs) are generally utilized and decisively affect associations. The key goal of this paper is to uncover the prevalent precursors influencing their reception and execution by reproducing the brought together hypothesis of acknowledgment and utilization of innovation (UTAUT) model from a South Asian developing nation viewpoint. The review gathered information from human asset experts utilized in assembling and administration organization situated in Bangladesh, which were dissected by utilizing halfway least squares-based underlying condition displaying programming. It was uncovered that exhibition anticipation, prevailing burden, and assistance conditions altogether impact the aim to utilize and the genuine utilization of HRIS, yet that client's work hope had no critical effect. The review contributes by advancing the past discoveries and approving the outcomes in view of important writing. Moreover, administrative ramifications, the limits of the review and proposed future review headings are introduced.

(Bal et al., 2022) This study is about the With the rising impact of globalization and innovation, associations have begun to involve data frameworks in different capabilities and divisions somewhat recently. HR the board is one of the divisions that generally use the executives data frameworks. HR data frameworks support exercises, for example, recognizing likely workers, keeping up with complete records on existing representatives and making projects to foster workers' gifts' and abilities. HRIS can likewise uphold different HR practices, for example, labor force arranging, staffing, remuneration programs, compensation gauges, pay financial plans and work/representative relations. In this examination, HRIS discernment and HRIS fulfillment polls were applied to HR workers to evaluate the adequacy and utilization of HRIS in associations

STATISTICAL TEST:

Correlation was used the above hypothesis.

Table showing the correlation difference between gender and ranking & tracking employee attendance in HRIS

CORRELATION

Descriptive Statistics

Mean

Std. Deviation

N

Gender

2.13

.366

206

ratingandtrackingemployee attendance in hris

4.14

1.405

206

Correlations

Gender

rating and tracking employee attendancein hris

Gender

PearsonCorrelation

1

.097

Sig.(2-tailed)

.167

SumofSquaresandCross- products

27.461

10.199

Covariance

.134

.050

N

206

206

rating and tracking employee attendance in hr is

Pearson Correlation

.097

1

Sig.(2-tailed)

.167

Sum of Squares and Cross-products

10.199

404.917

Covariance

.050

1.975

N

206

206

INTERPRETATION:

Hence the significant occurs $R=0.097 > 1$, (I.e) There is a significant difference between gender and ranking & tracking employee attendance in HRIS. Hence the variables are positively correlated. So reject H_0 null hypothesis and accept H_1 alternative hypothesis.

RESULT:

The above table there is a Pearson correlation value is 1. So it is a perfect negative correlation.

CHI-SQUARE SHOWING DIFFERENCE BETWEEN AGE AND FEASIBILITY OF THE HRIS SYSTEM.

NULL HYPOTHESIS (H_0):

There is no significant difference between age and feasibility of the HRIS system.

ALTERNATIVE HYPOTHESIS (H_1):

There is a significant difference between age and feasibility of the HRIS system.

STATISTICAL TEST

Chi-square was used for the above hypothesis.

Table showing the chi-square difference between age and feasibility of the HRIS system

CHI-SQUARE

NPar Tests Descriptive Statistics

N

Mean

Std. Deviation

Minimum

Maximum

Percentiles

25th

50th (Median)

75th

Age

206

2.27

1.042

1

5

2.00

2.00

3.00

HRIS provides security for confidential data

206

3.40

.689

1

4

3.00

3.50

4.00

INTERPRETATION:

Here the significance was occurs and has a value 0.000 is less than 0.05. Hence H₀ is accepted.

RESULT:

There is no significant difference between age and feasibility of the HRIS system.

CONCLUSION:

The implementation of a Human Resource Information System (HRIS) plays a vital role in achieving organizational efficiency and effectiveness. By providing security to confidential information, studying the feasibility of HRIS, identifying software gaps, improving overall performance, and keeping information up-to-date, HRIS ensures seamless management of human resources. To maximize the benefit of HRIS, conduct regular system audits and updates, provide ongoing training and support to users, Monitor and evaluate system performance, encourage employee engagement and feedback, continuously assess and address software gaps.

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