Impact and Effectiveness of HRIS Implementation Among Employees: A Case Study of Universal Engineers Chennai Private Limited

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Abstract

Human Resource Information Systems (HRIS) are now a key part of modern HR because companies use digital tools to manage employee-related activities more efficiently. This study examines how the HRIS used at Universal Engineers Chennai Pvt. Ltd. affects employees, focusing on their awareness, usage level, challenges, and the benefits they experience. Data was collected through a structured questionnaire, and tools like Percentage Analysis, Chi-square, ANOVA, and Weighted Average were used for analysis. The results show that HRIS improves transparency, payroll accuracy, and daily HR operations. However, employees still face issues related to training, system speed, and technical support. The study recommends regular system updates, proper training, and continuous feedback to improve HRIS performance and overall productivity.

Keywords: HRIS, Employee Satisfaction, Digital HR, HR Operations , Organizational Efficiency, HR Automation.

INTRODUCTION TO IMPACT AND EFFECTIVENESS OF HRIS IMPLEMENTATION AMONG EMPLOYEES

Digital transformation has changed how companies manage their employees, moving HR work from manual tasks to technology-based systems. These systems reduce workload, improve accuracy, and support faster decision-making.

Universal Engineers Chennai Pvt. Ltd. uses the GreytHR platform for its main HR activities. As the company grows, it becomes important to understand how employees use the HRIS, the difficulties they face, and how it affects their productivity and satisfaction. This study focuses on employee perceptions, challenges, and the overall effectiveness of the HRIS in the organization.

OBJECTIVES OF THE STUDY

The Primary Objective is to study Impact and Effectivess of HRIS Implementation Among Employees at Universal Engineers Chennai Private Limited. Secondary Objectives Include:

Accessing the factors influencing HRIS implementation in the organization.

Analysing the impact on employee productivity.

Identifying challenges faced by the employees while using HRIS.

Recommending suggestions to improve effectiveness of HRIS implementation.

NEED OF THE STUDY

HR tasks are shifting from manual processes to digital systems, making it important to measure how effectively HRIS is used. Employee perception is crucial because HRIS success depends on how well they accept and use it. Understanding these factors helps identify gaps and gives useful insights for improving digital HR adoption and overall performance.

REVIEW OF LITERATURE

Potale and Patel (2025) observed that HRIS minimizes errors and accelerates workflow by reducing manual interventions, especially when the system is user-friendly and integrated with essential HR modules.

Kaur and Singh (2024) noted that HRIS enhances strategic HR functions by offering real-time access to personnel data, enabling faster analytical decisions. Their study also shows that inadequate training and

limited technical support are major barriers to effective system utilization.

According to Parween (2025), HRIS increases organizational transparency by enabling employees to access their personal information, attendance history, leave balances, and payroll details, thereby improving trust and communication between the workforce and HR department.

RESEARCH METHODOLOGY

Research Design: This study follows a descriptive research design to analyze impact and effectiveness of HRIS implementation among employees at Universal Engineers Chennai. Data collection was conducted through structured questionnaires.

Data Collection Method: Collected through surveys from 156 employees using a questionnaire containing 19 closed-ended questions.

Secondary Data: Extracted from books, research papers.

Sampling Technique : Sampling Method: Simple random sampling. Sample Size: 156 employees from Universal Engineers Chennai Private Limited.

TOOLS USED FOR DATA ANALYSIS

Percentage Analysis: Used to interpret employee demographics and their usage.

Chi-square test: Examine the association between Employee Experience and Awareness about HRIS system.

Anova Test: Identify the significant difference between Age factor of employees and Level of difficulty faced.

DEFINITION OF IMPACT AND EFFECTIVENESS OF HRIS IMPLEMENTATION AMONG EMPLOYEES

HRIS- Human Resource Information System.

HRIS is a computerized system or software used by organizations to manage and automate various HR functions. HRIS combines information technology with human resource management,

making HR tasks faster, more efficient, and data-driven. It is a software designed to help businesses meet core HR needs and improve the productivity of both managers & employees.

FACTORS INFLUENCING HRIS IMPLEMENTATION

HRIS success depends on several internal and external factors.

Technology Infrastructure- Hardware, software, networks, and internet connectivity.

User Training- Users need proper training to operate the HRISthat employees feel confident & reduces resistance.

Customization- Good customization makes system more relevant, user-friendly, and efficient.

BENEFITS OF EFFECTIVE HRIS IMPLEMENTATION AMONG EMPLOYEES/HR's

Faster processing of HR activities.

Cost savings on administrative tasks.

Improved transparency and employee self-service.

Easy Access to Personal Information.

CHALLENGES FOR EMPLOYEES ON IMPLEMENTING HRIS

HRIS faces major challenges for employees in implementation:

Learning Curve: Training needs for ease adoption.

Privacy Concerns: Transparency about Data Security is crucial.

Resistance to Change: Employees feel difficult in adapting to digital systems.

Technical Issues: System errors, downtimes, or poor user interfaces.
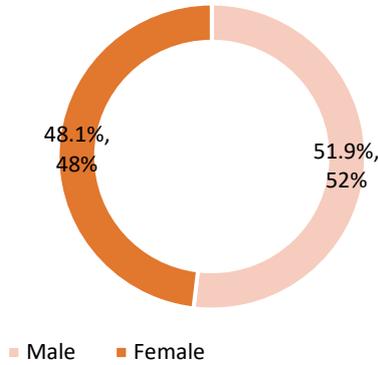
DATA ANALYSIS AND DATA INTREPRETATION

Pie Chart

Figure:1- Pie Chart of Gender of respondents

Anova

Table 1.1

Age of the Respondents

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	311.556	4	77.889	1253.047	.000
Within Groups	9.386	151	.062		
Total	320.942	155			

Post Hoc Tests

Homogeneous Subsets

Age

Tukey HSD

difficulty	Subset for alpha = 0.05				
	N	1	2	3	4	5
none	30	1.00				
low	31		2.00			
moderate	33			2.79		
high	31				4.06	
very high	31					5.00
Sig.		1.000	1.000	1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

Means Plot
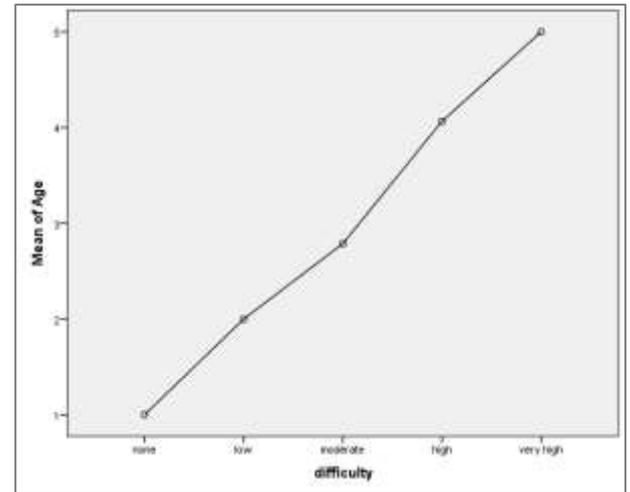
Interpretation: The above table depicts that the significant value is .000 which is lesser than 0.05. Null hypothesis is rejected and alternative hypothesis is accepted. ,

The above mean plot depicts between age factor of the employees vs level of difficulty faced while using HRIS.

Result: There is a significant difference between age factor of the employees and level of difficulty faced while using HRIS.

FINDINGS

- The majority of respondents 30.8% have 3 to 5 years of experience in the company.
- It is found that the majority 22.8% of the respondents are aware about the HRIS system followed in company.
- Majority of the respondents shows 26.9% of the respondents prioritize for improvement in System Performance/Speed.

SUGGESTIONS

- Improvement in data accuracy and security in HRIS that build employee trust and ensure that confidential information is well protected.
- Employee feedback can be encouraged on HRIS issues and new feature suggestions can be made for better improvement in issues.

- HRIS system can be updated regularly to meet current employee satisfaction and organizational efficiency.

CONCLUSION

The study highlights the Impact and Effectiveness of HRIS implementation among the employees at Universal Engineers Chennai Private Limited, shows that effective HRIS implementation enhances HR efficiency when supported by proper training, technical assistance, and continuous system improvements.

RECOMMENDATIONS

- Conducting regular HRIS awareness sessions can help the employees understand the system and its importance in using HRIS system daily.
- Regular training programs helps employees feel more comfortable in using HRIS features and modules and faces less difficulty while operating HRIS system.

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