Study of Usage & Impact of HRIS in IT and Non-IT Industry

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Study of Usage & Impact of HRIS in IT and Non-IT Industry

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Study of Usage & Impact of HRIS in IT and Non-IT Industry

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Abstract- Today, here is an urgent got to link human resource management, unresolvable, to the business of the organization, at each the strategic and sensible levels. The hour manager has the task of being on a continuing look-out for the correct selection of staff, fine-tuning the work combine and compensation package to profit the individual and therefore the organization, making a flat organization structure and organizing coaching programs for continued the education at totally different levels within the organization. The aim of this study is to examine this state of HRIS and therefore the role of HRIS within the IT and Non-IT organizations. Conventionally HRIS is intended and enforced for the activities of HRM. Still, it's needed that the full organization, particularly the superiors, managers and leaders use the system. Additionally, organizations invest giant amounts of cash and time in maintaining and developing HRIS with the thought that the system edges the full organization.

Keywords: Information Technology (IT), Human Resource information system (HRIS), Human Resource Management (HRM)

I. INTRODUCTION

One-day, system has become a tool for additional time unit professionals, and often, these systems area unit provided through the net. The widespread usage of the net additionally includes HRM applications. Organizations look for skills, and screening candidates on-line. Staff might receive training on-line. The utilization relationship takes the shape of a psychological contract that describes what employers and staff expect from the utilization relationship. The staff are looking for versatile work schedules, comfortable operating conditions, and larger autonomy, opportunities for training and development, and performance-related money incentives. For HRM, the changes need coming up with for versatile staffing levels. Organizations obtain flexibility in staffing levels through alternatives to the employment relationship. They'll use outsourcing moreover as temporary and contract staff.

An organization's men comes from its external manpower market - people UN agency area unit actively seeking employment. HRM helps organizations notice and keep the most effective doable match between their system and technical system. Organizations would like

staff with broad skills and powerful motivation. Recruiting and choice decisions are particularly vital for organizations that deem information staff. Employees' responsibility and authority area unit given to create selections relating to all aspects of development or client service. Time unit professionals will support structure ways for quality growth and potency. Organizations with international operations rent staff in foreign countries, wherever they operate, as they have information of variations in culture and business practices.

II.   OBJECTIVES

- To study the HR policies of the IT and Non-IT industry
- To study the performance appraisal, to ascertain the impact of the training programmes with the help of HRIS.
- To suggest the remedial measure, if any

III.   HYPOTHESIS

H0:-Recruitment process performed by the IT industry is better than Non-IT industry.

IV.   RESEARCH METHODOLOGY

The study of whole universe is highly impossible therefore the researcher has decided to pick up the appropriate sample size to represent the whole universe the researcher decided to select 40 IT & 40 Non –IT Industry out 540 & 760 IT& Non-IT Industry respectively using simple random sampling technique. To select the sample size the Confidence interval $\pm$ 15% (0.15) & value of z =1.96 is used.

For the present study primary data is used to collect the sample the comprehensive questionnaire has been prepared to collect first hand data from IT & Non–IT industry. The Personal interviews of HR Manger were also conducted. The secondary method like books, journal, and proceeding, etc. was used to collect the required data.

V.   EMPIRICAL STUDY

| Parameters	IT Organization Net Positive Response	Non-IT Organization Net Positive Response
Organization uses HRIS recruitment subsystem at an optimum level	68.75	22.5
HRIS identifies unfilled positions accurately	66.25	18.75
HRIS analyses each job position and its job title in an Organization	72.5	20
HRIS analyses the each candidate skills & experience for recruitment	66.25	26.25
HRIS supports development of recruiting plan	67.5	27.5

HRIS maintains skill inventory	83.75	23.75
HRIS performs comprehensive reporting and tracking of applicants efficiently	67.5	27.5
HRIS evaluates the recruiting processes effectively	62.5	28.75
HRIS ensures organization has right kind and numbers of employees at right place at right time	65	35
HRIS reduces recruiting costs	67.5	35
HRIS eliminates unsuitable applicants	68.75	36.25
HRIS has improved the Recruitment process	63.75	32.5
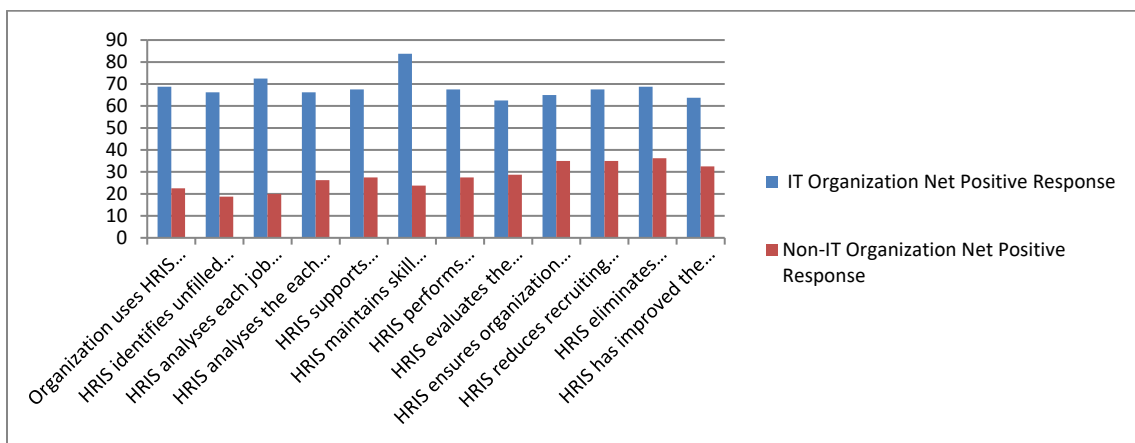
From table we observe that more than 75% of IT Organizations are using HRIS for recruitment & selection. Majority of the IT Organizations respondent are using HRIS for candidate registration, taking interview, for maintaining skills inventory& selection process etc. where only 35% of Non-IT organizations respondent are using HRIS for recruitment & selection.

The IT Organizations are efficiently using HRIS for Recruitment & Selection; where as Non-IT Organizations are facing problems while using HRIS for Recruitment & Selection.

Use of HR policy for Decision making	IT Organization	% of IT Organization	Non-IT Organization	% Non-IT Organization
YES	33	82.5%	21	52.5%
No	7	17.5%	19	47.5%
Total	40	100%	40	100%

Use of HR Policies for Decision Making
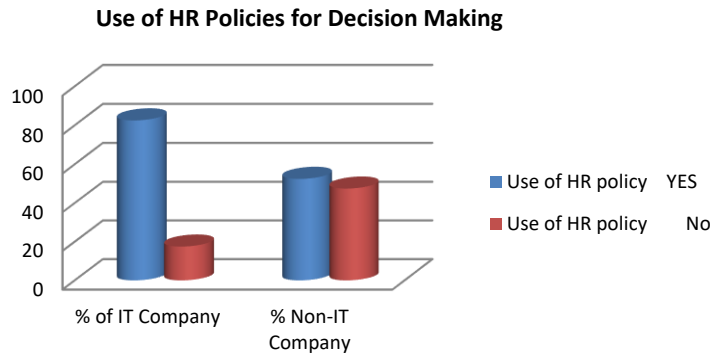
The above table gives information that 82 % of IT Organizations are using HR policies for taking decision related to human resource, Where 48 % of Non-IT Organization respondent are using HR policies for Human Resource decision making.

The IT Organizations are MNC & they are dealing with foreign countries project, so IT organization are following the international standards for their organization. IT organization have HR department & HR professionals are taking decision related to human resource.

VI. HYPOTHESIS TESTING

Null Hypothesis (H0): - Recruitment process performed by the IT industry is better than Non IT industry

Alternative Hypothesis (H1): Recruitment process performed by the IT industry is not better than Non IT industry

This Hypothesis is tested by applying Chi-square Test. At 5% significant level, Degree of freedom (R-1) (C-1) = 4 the calculated value is 6.80 & Table value is 9.488 at 5% significant level at four degree of freedom. Since computed value is less than critical table value. Therefore we accept the null hypothesis & reject Alternative hypothesis. & conclude that Recruitment process performed by the IT industry is better than Non IT industry

VII. CONCLUSION

- It is concluded that Availability of less capital, lack of IT skill & negative attitude towards change in technology of respondent are the barriers for implementation of Human Resource Information System in Non-IT Organization.
- It is observed that the Non-IT Organization are making mistake, facing technical problem while using Human resource information system. On the other hand IT Organizations are more reliable & efficiently using HRIS.

- It is concluded that Human Resource Information System plays very important role in Recruitment & Selection. The IT Organization efficiently using HRIS for Recruitment & Selection process, where as Non-IT Organization is facing problems while using HRIS for Recruitment & Selection process.
- The IT Organizations are implemented HRIS for their whole HR department. But Non-IT organization are implemented some modules of HRIS for their HR department due to availability of less capital with the organization.

VIII. SUGGESTION

- Further investigation is needed by both the Organization to improve the performance of HR department. Both the organization should consult with technical person & purchase suitable Software solution for HR department
- The changing scenario of organization & Competition due to globalization the Non-IT organization should update their rule & policy of Training & development, Recruitment, Selection. Therefore Non-IT organization will get right person for the right job & increase the performance.
- The Non-IT organization should update their Human resource department operations by using new software & new technology. Non-IT organization should use all modules of Human Resource Information System such as Recruitment, training & Development, Performance Appraisal. Therefore it will improve the overall performance of organization.
- Non-IT organization should recruit candidate with graduate & post graduate with minimum IT Skills. So Non-IT organization can improve the performance.

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