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Study of HRIS Practices in IT & Non-IT Organizations

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Abstract—**Human Resource Information System plays an important role to examine how HR professionals and managers in different organizations see the effects of HRIS on strategic HR tasks and job roles. It also tries to find out if there is any significant difference in the usage of HRIS between Small/Medium (SME) size and large size IT & Non- IT companies. The scope of the Present paper is the theoretical & conceptual study of HRIS in the IT & Non- IT industry.**

Keywords: Human Resource Information System; Information Technology; Human Resource management

I. INTRODUCTION

In today's competitive business environment, the cutting edge for any organization is given by the speed with which it takes decisions to respond to changes in the environment, internal or external. A well-designed computerized HRIS alone can provide the information and analysis within the shortest possible time. Now-a-days, many organizations are using the computerized HRIS. They keep records in a compact manner, enabling access and retrieval, in a flexible way.

HRIS has great significance in every sector and it can play a vital role. It helps to have a better communication process in the organization and we can offer better service with less effort at reduced cost. Most importantly, organizations can hire and retain top performers, improve productivity and enhance job satisfaction of the employees.

An organization's labour force comes from its external labour market - individuals who are actively seeking employment. HRM helps organizations find and keep the best possible fit between their social system and technical system. Organizations need employees with broad skills and strong

Motivation. Recruiting and selection decisions are especially important for organizations that rely on knowledge workers. Employees' responsibility and authority are given to make decisions regarding all aspects of product development or customer service. HR professionals can support organizational strategies for quality growth and efficiency. Organizations with international operations hire employees in foreign countries, where they operate, as they need knowledge of differences in culture and business practices.

Now-a-days, information system has become a tool for more HR professionals, and often, these systems are provided through the Internet. The widespread usage of the Internet also includes HRM applications. Organizations search for talents, and screening candidates online. Employees may receive training online. The employment relationship takes the form of a psychological contract that describes what employers and employees expect from the employment relationship. The employees are looking for flexible work schedules, comfortable working conditions, and greater autonomy, opportunities for training and development, and performance- related financial incentives. For HRM, the changes require planning for flexible staffing levels. Organizations seek flexibility in staffing levels through alternatives to the employment relationship. They may use outsourcing as well as temporary and contract workers.

II. REVIEW OF LITERATURE

According to the Asafo-Adjei Agyenim Boateng[01] Information technology is expected to drive Human Resource (HR)'s transition from focus on Human Resource Management

(HRM) to Strategic Human Resource Management (SHRM). This strategic role not only adds a valuable dimension to the HR function, but also changes the competencies that define HR professional and practitioner success. The study aims at investigating what role if any do Human Resource Information

Systems (HRIS) play in SHRM. It attempts to examine how HR professionals and managers in different organizations see the effects of HRIS on strategic HR tasks and job roles. It also tries to find out if there is any significant difference in the usage of HRIS between Small/Medium (SME) size and large size companies. A survey questionnaire was sent to170 companies and a response rate of 15.9% was received. The target group of the questionnaire was HR managers, HR directors, and HR professionals in companies based in Finland. The scope was widened to include both large and small/medium sized organizations across all the business sectors.

The Nicholas Aston Beadles II Georgia College and State University, Milledgeville, GA 31061 presented in the research paper titled" " Human resource information systems (HRIS) and technology trust"[02] "Various authors have advocated that the use of a Human Resource Information System (HRIS) should lead to valuable outcomes for the organization. Decreased costs, improved communication, and decreases in time spent on mundane activities should create an environment where in the Human Resources (HR) department would play a more strategic role in the organization. This study is an initial attempt to determine whether HRIS has reached these potential benefits. Based on responses from a sample of HR directors of from public universities we found that, while valuable, HRIS has not yet reached its full potential in this environment

Kristine Dery, David Grant and Sharna Wiblen both given in their research paper titled "HUMAN RESOURCE INFORMATION SYSTEMS (HRIS): REPLACING ORENHANCING HRM"[03]. Over the last decade there has been a considerable increase in the number of organizations'

gathering, storing and analyzing information regarding their human resources through the use of Human Resource Information Systems (HRIS) software or other types of software which include HRIS functionality .The growing adoption of HRIS by organizations' combined with the increasing sophistication of this software, presents the Human Resource function with new challenges. On one hand the role of HR can be enhanced through the combination of improved access to metrics and the automation of existing administrative functions thus enabling HR to make a greater contribution at a strategic level.

According to Fernández-Sánchez, José Antonio[04], Department of Business Management, Business Faculty Even though the first Human Resources Information Systems (HRIS) only abided for administrative tasks, the uncertainty and high competition that most firms have to presently confront made essential to enhance their applications by means of a strategic re-orientation. This occurrence has turned HRIS into a principal strategic means, capable of providing information about the actual capacity of the firm and of the external potential that it may develop, or that of their competitors.

III. STATEMENT OF THE PROBLEM

Today, there is an urgent need to link human resource management, inextricable, to the business of the organization, at both the strategic and practical levels. The HR manager has the task of being on a constant look-out for the right choice of employees, fine-tuning the job mix and compensation package to benefit the individual and the organization, devising a flat organization structure and organizing training programmes for continuing the education at different levels in the organization. The purpose of the present study is to see the current state of HRIS and the role of HRIS in the IT and Non It organizations. Conventionally HRIS are designed and implemented for the activities of HRM. Still, it is required that the whole organization, especially the superiors, managers and leaders use the system. In addition, organizations invest large amounts

of money and time in maintaining and developing HRIS with the idea that the system benefits the whole organization. Therefore the research attempted "Comparative Study of HRIS of IT and Non-IT Industry."

IV. Significance of the Study

In today's corporate world human resources has come to play a very critical role in a business. Whether it concerns the hiring and firing of employees or whether it concerns employee motivation, the Human Resources department of any organization now enjoys a very central role in not only formulating company policies, but also in streamlining the business process.

To make a human resource department more effective and efficient new technologies are now being introduced on a regular basis so make things much simpler and more modernized

Human Resource Information System (HRIS) merges human resource management with information technology to not only simplify the decision making process, but also aid in complex negotiations that fall under the human resource umbrella

A Human Resources Information System (HRIS) thus permits a user to see online a chronological history of an employee from his /her position data, to personal details, payroll records, and benefits information.

Employee benefits are very crucial because they help to motivate an employee to work harder. By using a Human Resource Information System (HRIS) in employee benefits, the human resource department is able to keep better track of which benefits are being availed by which employee and how each employee is profiting from the benefits provided.

V. Scope of the Study

In the present research the scope of study is limited to the concerned IT and Non IT industry. To study the HR policy adopted by the both the industry, also to study the HR strategy adopted by the IT & Non IT industry with the help of questionnaire. To study the usage of Human Resource Information System & suggest appropriate HRIS module to record the HR information.

VI. Objectives
- To study the HR policies of the IT and Non It industry
- To monitor the performance appraisal of employees, to ascertain the impact of the training programmes and identify the future training needs.
- To design the conceptual model for IT and Non IT industry.
- To suggest the remedial measure, if any

VII. Hypothesis
- Recruitment process performed by the IT industry is better than Non IT industry
- Implementation of HR policy is independent of HRIS.

VIII. Research Methodology

A. Population

The people are working in the IT and Non IT Industry working on various positions such as HR manager, s/w engineer, project manager, Administrator, head clerk & employee from various levels of hierarchy were selected for the present study. The approximately there were 100 employees in the IT and Non IT industry. Out of 25 employees were working in the It and 75 employees were working in the Non It industry

B. Sample size

To study the whole universe is highly impossible therefore research decided that to pick up the appropriate sample size to represent the whole universe by using the simple random and purposive sampling techniques

C. Sources of Data

Primary Data: Primary data would be collected through questionnaire and interview method from IT and Non IT industry from the different levels of employees.

Secondary data: Secondary data would be collected from Published reports of government, magazines, research papers, journals and internet.

IX.   GENERAL FINDINGS OF THE STUDY

- The traditional functions of HRM now need to be strategically directed towards developing and sustaining organizational capabilities

- The empirical results of the study revealed that HRIS play a key role in strategic HR This is an indication that HRIS capabilities in shaping the integration between HRM and IT are also applicable to SHRM

- Implementing HRIS is very costly but a successful implementation Contributes to cost reductions, quality/customer satisfaction, and innovation, which eventually lead to competitive advantage

- This confirms that HRIS are vital in helping HR managers to meet the ever-increasing demands on their job and quality of service.

- HRIS provide data essential to human resource planning

- HRIS helps to evaluation of current personnel policies and practices.

- HRIS Helps in preparation of several reports and returns for submission to various government/non-government agencies, etc.

- Human Resource Information System has great significance in every sector. It can play a virtual role and help the communications process in the organization

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