

STUDY OF HUMAN RESOURCE MANAGEMENT SYSTEM FACILITIES BETTER BUSINESS ADMINISTRATION

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Abstract: *HRMS software is becoming more and more compatible with other software. Five years from now, it will have built-in-intelligence and be closed linked with Payroll Management Software, career path detection and growth plan visualization, search and select skill alignment for various needs of organization, and control and maintenance of HR costs.*

With the HR software area becoming so competitive, there is dire need of faster and more efficient database processors, for rapid recovery of data and speeding up the marketing process. HRMS represents a large investment decision for companies of all sizes. SMEs are increasingly failing to use HRMS in support of HR operations.

Ultimately, HRMS systems best prove their worth through their ability to compile and analyze information from a variety sources both inside and outside the company, fueling a vast database that is well-organized and easily accessible to all who need it. HR information software provides a business with the resources to administer multiple sites and aggregate data without having to navigate the haphazard and fallible straits of conventional communication.

Key Words: *HRMS software, Concept, Role, Aims.*

1. INTRODUCTION:

As per research title –“Study of human resource management system facilities better business administration” is concerned, it can be stated, that this research work is an attempt of contemporary overview of changing face of HRM in India. HRIS is the new face of these changing phenomena. Human Resources Management System is an integration of HRM and Information System (IS). Human Resource Management Systems. HRMS form integration between human resource management (HRM) and Information Technology (IT). Human Resource Management System (HRMS) refers to the systems and processes at the intersection between Human Resources Management (HRM) and Information Technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing systems evolved into standardized routines and packages of Enterprise Resource Planning (ERP) software.

With the changing world and constant new technology that is available, managers need to be aware of the technology that will increase effectiveness in their company. Human resource Management systems (HRMS) have increasingly transformed since it was first introduced at General Electric in the 1950s. HRMS has gone from a basic process to convert manual information keeping systems into computerized system, to the HRMS system that are used today. Human resource professionals began to see the possibility of the new applications for the computer. The idea is to integrate many of the different human resources functions. The Human Resource Management System (HRMS) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. Human resource Management systems (H.R.I.S.) provide valuable tools to assist human resource professionals in serving employees and their employers. However, human resource managers need to be mindful that H.R.I.S. is only one tool that is available to assist in the human resource function and that implementing an H.R.I.S. does not eliminate the need to maintain strong H.R. practices throughout the organization. An effective HRMS provides information on just about anything the company needs to track and analyze about employees, former employees, and applicants. With an appropriate HRMS, Human Resources staff enables employees to do their own benefits updates and address changes, thus freeing HR staff for more strategic functions. Additionally, data necessary for employee management, knowledge development, career growth and development, and equal treatment is facilitated. Finally, managers can access the information they need to legally, ethically, and effectively support the success of their reporting employees. The efficiency of HRMS, the system are able to produce more effective and faster outcomes than can be done on paper. Technology is transforming the work of the Human Resources professional. Human Resource Management Systems (HRMS) and Human Resources Management Systems (HRMS) are making tracking employee information easier than ever before.

2. MEANING AND DEFINITIONS OF HRMS:

HRMS (Human Resource Management System) or HRIS (Human Resource Information System) is a form of HR software that combines a number of systems and processes to ensure the easy management of a business's employees and data. These systems could deal with everything from payroll to performance evaluation, covering the whole business.

Human Resource Information Systems provide a means of acquiring, storing, analysing and distributing information to various stakeholders. HRIS enable improvement in traditional processes and enhance strategic decision making. The wave of technological advancement has revolutionized each and every space of life today, and HR in its entirety was not left untouched. Early systems were narrow in scope, typically focused on a single task, such as improving the payroll process or tracking employees' work hours. Today's systems cover the full spectrum of tasks associated with Human Resources departments, including tracking & improving process efficiency, managing organizational hierarchy, and simplifying financial transactions of all types. In short, as the role of Human Resources departments expanded in complexity, HR technology systems evolved to fit these needs.

3. ROLES OF HUMAN RESOURCES SYSTEMS (HRMS):

The Human Resource Management Systems (HRMS) provide overall:

1. Simplified data entry
2. Less paperwork
3. Less delay.
4. Better user feedback.
5. Increased efficiency
6. Highly detailed budget information
7. Improved tools for data analysis
8. Management of all employee information.
9. Reporting and analysis of employee information.
10. Company-related documents such as employee handbooks, emergency evacuation procedures, and safety guidelines.
11. Benefits administration including enrollment, status changes, and personal information updating.
12. Complete integration with payroll and other company financial software and accounting systems.
13. Applicant tracking and resume management.
14. Attendance and PTO use
15. Pay raises and history
16. Pay grades and positions held
17. Performance development plans
18. Training received
19. Disciplinary action received.
20. Personal employee information, and occasionally.
21. Management and key employee succession plans
22. High potential employee identification, and
23. Applicant tracking, interviewing, and selection.

HRMS or Human resource Management system helps HR managers perform HR functions in a more effective and systematic way using technology. Human Management system helps HR managers to perform HR functions in a more effective and systematic way using technology. They require good human resource information to facilitate decision-making. Human Management system is the system used to acquire, store, manipulate, analyze, retrieve, and distribute pertinent information regarding an organization's human resources.

4. OBJECTIVES OF RESEARCH:

The research will be done with core objectives. The need of this research work is due to various reasons. As in present scenario in India, HRMS ties together Human Resources Management and technical aspects of the Information Technology.

Human Resource Management Systems (HRMS) refers to the systems and processes at the intersection between human resource management (HRM) and information technology.

Assessment of the potential of the HRMS software in the market and also predict about its growth and existence in the Corporate World.

By this research work, we will be able to have a comprehensive study of strategic growth of HRMS in India. This will be really helpful in formulation of core strategies for the HRMS in future. This is the time, when we need a comprehensive study for all our future' stake in technology.

HRMS facilitates monitoring of human resources demand and supply imbalances and evaluation of the policy and development and utilization of human resources. HRMS helps to automate employee related information, cost minimization and faster response to employee related services.

A system which seeks to merge the activities associated with Human Resource Management (HRM) and Information Technology (IT) into one common database through the use of enterprise resource planning (ERP) software. The goal of HRMS is to merge the different parts of human resources, including payroll, labor productivity, and benefit management into a less capital-intensive system than the main frames used to manage activities in the past. Also called Human Resource Management Systems (HRMS).

5. RESEARCH METHODOLOGY:

Research Plan:

To make this research effective and efficient, study will be done on the indigenous trend of HRMS. Primary and secondary research will be conducted in this study. In primary research, the study will survey HR professionals and staffs regarding the HRMS endeavor. A semi-structured questionnaire will be developed and it will include previous research reports, newspapers, magazines and business journals and other published research materials available in the market both online and offline.

6. LITERATURE REVIEW:

The Human Resource Management System (HRMS) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. A Human Resources Management System (HRMS), HR Technology or also called HR modules, refers to the systems and process at the intersection between Human Resource Management (HRM) and Information Technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing system evolved into standardized routines and packages of enterprises resource planning (ERP) software. On the whole, these ERP system have their own origin on software that integrated information from different applications into one universals database. The linkage of its financial and human resources modules through one database is the important distinction to the individually and proprietary developed predecessors, which makes this software application both rigid and flexible. Work and Organizational Studies the Institute Building (H03) The University of Sydney

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 (HRMS) software or other types of software which include HRMS functionality (Ball, 2001; Barron, Chhabra, Hanscome, & Henson, 2004; Hussain, Wallace, & Cornelius, 2007; Ngai & Wat, 2006). The growing adoption of HRMS 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. However, the same capabilities also threaten the role of HR specialists as traditional HR work is both automated and distributed to line management. Through analysis of four Australian case study organisations we examine the impact of the HRMS on the HR function and find that the degree to which the system acts as an enabler of increased strategic focus for HR is contingent upon three factors: organisational attention, understanding of the technological responses to human resource management complexity, and the success of change management to support user acceptance.

The existing literature on HRMS suggests that they have different impacts on HR across organisations, but provides little explanation for this variation. Early surveys suggested that HRMS were used predominantly to automate routine tasks and “to replace filing cabinets” (Martinsons, 1994). Ball (2001) concluded that HR had missed the strategic opportunity provided by HRMS. More recent research in 2011 shows greater use of HRMS in support of strategic decision making by HR (Hussain et al., 2007). However, the extent to which HRMS is used in a strategic fashion differs across organisations, with the vast majority of organisations continuing to use HRMS simply to replace manual processing and to reduce costs (Bee & Bee, 2002; Brown, 2002).

The current generation of HRMS automate and devolve routine administrative and compliance functions traditionally performed by corporate HR departments and can facilitate the outsourcing of HR (Barron et al., 2004). In doing so,

HRMS not only make it possible for organisations to significantly reduce the costs associated with HR delivery, but also to reassess the need for retaining internal HR capabilities. However, HRMS also provide HR professionals with opportunities to enhance their contribution to the strategic direction of the firm. First, by automating and devolving many routine HR tasks to line management, HRMS provide HR professionals with the time needed to direct their attention towards more business critical and strategic level tasks, such as leadership development and talent management (Lawler et al., 2003). Second HRMS provides an opportunity for HR to play a more strategic role, through their ability to generate metrics which can be used to support strategic decision making (Hendrickson, 2003; Lawler et al., 2004; Lengnick - Hall et al., 2003).

7. AIMS OF THE STUDY:

My aim is to find the relevance and the affect of this new innovation in the world of HRM by studying the response of the Information Technology and its impact on their Human Resources Operations, How effective is the use of this technology and its impact on the future of Human resources information system. The Human Resource department is a cornerstone for any prosperous business; an HRMS system can help ensure that the HR personnel are performing to the best of their ability. And considering the fact that the success of a company is dependent on its capability to develop skilled and productive employees, it really is essential that HR do its job right. Through the strategic use of Human Resource Management System, organization can ensure that their business is operating with efficiency, order, and expertise.

8. STATEMENT OF PROBLEM:

Although almost all HR managers understand the importance of HRMS, the general perception is that the organization can do without its implantation. Hence only large companies have started using HRMS to complement its HR activities. The primary reason for delay in HRMS implementation in organizations is because of the fear psychosis created by "technology" and "IT" in the minds of senior management. They may not be very tech savvy and fear being left out.

The study seeks to answer the following questions:

1. What role if any do HRMS play in HR operations?
2. What is the impact of HRMS on HRM?
3. What are possibilities of HRMS to grab attention of HR manager to facilitate HR operations?
4. Do HR professionals see HRMS as an enabling technology?
5. Do HR professionals think that HRMS are used in support of HR tasks?
6. Will HRMS be used more in support of strategic HR tasks in organization in the future?

9. QUESTIONNAIRE WITH SURVEY FINDINGS:

Questionnaires are an inexpensive way to gather data from a potential large number of respondents. A well- designed questionnaire that is used effectively can gather information on both the overall performance of the test system as well as information on specific components of the system. The study aims at investigating what role if any do Human Resource Management Systems (HRMS) play in HR operations. It attempts to examine how HR professionals and managers in different organizations see the effects of HRMS on HR tasks and job roles. It also tries to find out if there is any significant difference in the usage of HRMS between Small / Medium (SME) size and Large size companies. The target group of the questionnaire is HR manager, HR directors, and HR professionals in companies based in India.

10. CONCLUSION:

Technology has had a significant impact on human resources practices. Human Resources is transitioning to a more technology based profession because utilizing technology makes information more accessible to the whole organization, eliminates time doing administrative tasks, allows businesses to function globally and cuts costs. Information technology has improved HR practices in the following areas:

- E-Recruiting
- Human Resources Information Systems (HRIS)

HRMS systems best prove their worth through their ability to compile and analyze information from a variety sources both inside and outside the company, fueling a vast database that is well-organized and easily accessible to all who need it. HR information software provides a business with the resources to administer multiple sites and aggregate data without having to navigate the haphazard and fallible straits of conventional communication.

Information is secure and readily available the moment it is needed; there need be no fear of lost data or neglected crucial items. All-in-all, HRMS cuts out the need for delay and uncertainty, and assists executives in making swift and confident company decisions.

1. Is there evidence to suggest that HR is using opportunities provided by the HRMS to enhance its contribution to firm strategic direction?
2. How do different organizational characteristics affect the ability of HR to use the opportunities provided by HRMS to act as strategic partners?
3. What strategies can HR professionals adopt to ensure that the use of HRMS in their organizations supports the strategic contribution of HR?

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