A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM ON CLOUDIN SOFTWARE TECH LABS SPECIAL REFERENCE TO COIMBATORE

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Abstract—*A Human Resource Information System (HRIS) is a software for small to mid-sized businesses to accommodate automate and arrange their HR, payroll, management and accounting activities. In this paper we discuss HRIS Track, and various modules of HRIS. Also we had briefly gone through with the Advantages, Disadvantages and Limitations of HRIS. This paper helps organizations understand where they are in that journey and what they can do to accomplished the holistic view of talent that today's business environment need.*

INTRODUCTION

HRIS stands for Human Resources Information System. The HRIS is a system that is used to collect and store data on an organization's employees. In most cases, an HRIS encompasses the basic functionalities needed for end-to-end Human Resources Management (HRM). It has a system for recruitment, performance management, learning & development, and more. An HRIS is also known as HRIS software. This is a bit confusing as it implies that different systems can have different software running on them. However, this is not the case.

The HRIS is, in essence, a software package. The HRIS can either run on the company's own technical infrastructure, or, what's more common nowadays, be cloud-based. This means that the software is running outside of the company's premises, making it much easier to update.

The Human Resource Information System (HRIS) is a system which merges 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 ERP software that forms the basis for HRIS originates from the software that integrates information from different applications into one universal database. It aims to provide an online or computer-based system for dealing with various HR issues like payroll, management, accounting functions, labour productivity, etc.

It is also known as Human Resource Management Systems (HRMs). The HR department has to acquire and manage different kinds of important information related to various HR activities. In the past this work involved maintaining a large number of files and documents. Any wrong information, entry or misplacement of files would cause much disruption and unnecessary delays in work.

STATEMENT OF THE PROBLEM

Human Resource Information Systems plays very important role in company's HR functions. We all live, work and play in the information age. HRIS plays very important role in human resource planning (HRP) which is a very crucial activity in the organization. If there is ineffective HRP in the organization then it can create very dangerous situation for the organization. HRIS plays very important role in proper planning of human resources. HRIS is very helpful in storing lots of data. For these reasons present study is conducted to find out contribution of HRIS in various HR functions.

OBJECTIVES OF THE STUDY

Primary objectives

The objective of HRIS is to support creation, transfer and application of information related to human resources or employees in organizations.

Secondary objectives

- To understand the socio economic characters of the consumers.
- To know that computerized HRIS is more effective than manual system.
- To enhance the ability of the human resource management to leverage and absorb new and emerging opportunities and challenges in the business horizons.
- To assist the evaluation and modification of HR policies
- To reduce the amount and expenses of the organization.

SCOPE OF THE STUDY

The scope of the study analyses the Human Resource Information System mediates for better decision making bringing qualitative changes in the productivity of both employees and managers. There are numerous solutions offered by the Human Resource Information System to a company. To name the few the HRIS includes employee training, employee payroll, HR, compliance, and recruiting.

One of the prominent advantages in getting implemented with a Human Resource Information System is that the HR Administrator can save a lot of his hours for the strategic framework of their employees rather than dealing with non-strategic, tasks which are demanded running the administrative side of HR. As the software automatically updates every task within the department in Cloudin Software Tech Labs Coimbatore.

LIMITATIONS OF THE STUDY

- It can be expensive in terms of finance and manpower.
- It can be threatening and inconvenient.
- Thorough understanding of what constitutes quality information for the user.
- Computer cannot substitute human beings.
- Sometimes the result cannot be the company to detect frauds, mistakes, and errors.

RESEARCH METHODOLOGY

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them. The present study Human Resource Information System towards Cloudin Software Tech Labs at Coimbatore.

RESEARCH DESIGN

A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure‖. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behaviour of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the entire employees of Cloudin Software Tech Labs.

SAMPLE SIZE

The study based only on the employee engage. Total number of sample taken for the study is 150 respondents.

SAMPLING UNIT:

Sampling unit is in Coimbatore.

SAMPLE DESIGN

Convenience sampling techniques were used for the study.

METHOD OF COLLECTION

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

STATISTICAL TOOLS USED

- Simple Percentage analysis
- Chi-square Analysis
- Correlation
- ANOVA

DATA ANALYSIS AND INTERPRETATION

HRIS IS USED TO GET THE REQUIRED DATA ON INPUT PROCESSES

Processes/Agree level	Strongly Agree		Agree		Disagree		Strongly Disagree	
	Res.	%	Res.	%	Res.	%	Res.	%
Hr planning & analysis	66	44.0%	37	24.7%	23	15.3%	24	16.0%
Employee personnel information	45	30.0%	54	36.0%	24	16.0%	27	18.0%
Employee communication	47	31.3%	55	36.7%	27	18.0%	21	14.0%
Hr development	57	38.0%	48	32.0%	20	13.3%	25	16.7%
Recruitment and selection	45	30.0%	52	34.7%	21	14.0%	32	21.3%
Compensation	43	28.7%	51	34.0%	26	17.3%	30	20.0%
Performance appraisal	58	38.7%	48	32.0%	18	12.0%	26	17.3%
Labour relations	47	31.3%	49	32.7%	18	12.0%	36	24.0%

Source: Primary Data

INTERPRETATION:

The above table depicts that 44.0% of the respondents are strongly agree about hr planning & analysis, 36.0% of the respondents are agree about employee personnel information, 36.7% of the respondents are agree about employee communication, 38.0% of the respondents are strongly agree about hr development, 34.7% of the respondents are agree about recruitment and selection, 34.0% of the respondents are agree about compensation, 38.7% of the respondents are strongly agree about performance appraisal and 32.7% of the respondents are agree about labour relations. Majority 44.0% of the respondents are strongly agree about hr planning & analysis.

FINDINGS

- Majority 60.0% of the respondents are male
- Majority 30.0% of the respondent's age group of 41 years – 50 years Majority 38.0% of the respondents are married.
- Majority 31.3% of the respondents Employee designation is HR Managers.
- Majority 59.3% of the respondents educational qualification is graduation.

- Majority 44.7% of the respondents are having 0-5 year experience.
- Majority 32.0% of the respondents are following preparing manpower inventory report.
- Majority 28.0% of the respondents are identifying the vacancy about the recruitment processes in the HRIS.
- Majority 28.7% of the respondents are preliminary reception of application about employee selection processes.
- Majority 30.0% of the respondents are related to organizational policies and work rules
- Majority 34.0% of the respondents are following organizational job analysis for employee training and development practices.
- Majority 35.3% of the respondents are finding out the individual career plans and goals.
- Majority 32.7% of the respondents are selecting incentive awards report for employee compensation processes.
- Majority 34.0% of the respondents are strategic use role.
- Majority 35.3% of the respondents are selecting the additional information.
- Majority 34.7% of the respondents are communicate through internet
- Majority 35.3% of the respondents are selecting the training and development for HRIS has decreased the time spent on processing paperwork.
- Majority 60.0% of the respondents say yes for decreased the time spent on correcting error.
- Majority 54.0% of the respondents are decreased data input expenses.
- Majority 37.3% of the respondents are selecting increased computer usage for the overall HR staffs salary expenses.
- Majority 34.0% of the respondents are strategic information about HRIS disseminate information in our organization. Majority 44.0% of the respondents are strongly agree about hr planning & analysis.

SUGGESTIONS

Human resources are one of the most important assets in the organizations. Human resources provide an organization a source of sustainable competitive advantage in a highly competitive environment, facing a shortage of talents.

HRIS has emerged as an integrated system of application embracing areas like finance and accounts, sales and distribution, production, manufacturing, operational, customer relationship, and logistic and supply chain. Hence, complexities that exist in the present HRIS are to be removed and made easy to understand and reduce time and cost burden.

The management of these vital resources is critical for the effective utilization of these talent and success in the market place. In order to create value and deliver results, the HR department must begin not by focusing on the activities or work of HR but by defining the deliverables of that work.

There is no proper training /education to the employees in respect of HRIS on-the-job and off-the-job and online so as to make the HRIS and its usage in the software companies more effective. Therefore there is dire need to train the employees' in house and online training.

Human Resource Executives and Human Resource Managers along with IT Recruiters of the software companies should extend rewards and awards for their better usage of HRIS. This will also motivate the other categories of software professionals to practice HRIS more significantly.

CONCLUSION

HRIS is essential for good it firm to ensure effective people management and to get a competitive edge in the corporate world accordingly. It is gradually getting popularity and acceptability. The enterprise/business owners should consider it as an investment rather than cost. Commitment of top management is required to remove the existing barriers to success of HRIS. Like MIS, it will help management to make effective and better decision. The communication between individual and line manager became faster. The HR services became self-service rather than paper based transaction that resulted in more efficient HR department.

The research study conclude Human Resource Information Systems, of late, have made much head-way in selecting right person at the right time and fitting him/her to the right job. If this process is systematically implemented, it will ensure the development of individuals' competence and reaps fruits of competitive advantage to the Cloudin Software Tech Labs Coimbatore. Therefore, the importance of HRIS and its usage in HR processes has emerged as an important module for discussion, debate and research among all information technologists, management thinkers, corporate giants and host of others who are using HRIS for gaining a competitive advantage in various domains of HR processes especially in software companies.

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