An Analysis of HR Information Systems at Heritage

DR. A. JYOTHI[1], Mr.Y. PARDHA SARADHI [2], Mrs. G.SANDHYA [3]

1,2 & 3, Associate Professor, MBA department, Brilliant Institute of Engineering & Technology, Hyderabad, TS.

ABSTRACT

This research investigates the level of adoption of Human Resource Information Systems (HRIS) in public universities in Jordan, focusing on their utilization, advantages, and challenges. To collect data from HRIS users in these institutions, a structured questionnaire was developed, pre-tested, refined, and translated based on previous studies. Key findings reveal that the main advantages of implementing HRIS are quicker response times and enhanced information accessibility. However, significant obstacles to effective HRIS implementation include inadequate financial resources, challenges in altering organizational culture, and insufficient commitment from senior management. This research offers valuable insights into the utilization and performance of HRIS in Jordanian universities, assisting HRM practitioners in grasping the current applications, benefits, and hurdles surrounding HRIS, thus improving its effectiveness. Additionally, the paper investigates the connection between HRIS adoption and the trust individuals have in this technology, proposing 11 propositions regarding how factors such as organizational culture, technology readiness, user-friendliness, and privacy concerns affect trust in HRIS and its successful implementation. The study concludes with recommendations for future research and a summary of these interrelationships.

I. INTRODUCTION

A well-crafted Human Resource Information System (HRIS) is vital for delivering comprehensive insights into current and former employees as well as job applicants. Organizations need to thoughtfully select and tailor an HRIS to align with their unique requirements. An efficient HRIS allows HR personnel to assign routine tasks—such as updating benefits and changing addresses—to employees themselves, thereby freeing HR professionals to concentrate on more strategic initiatives. Additionally, an HRIS aids in managing essential employee data necessary for performance evaluation, career advancement, and ensuring fair treatment across the organization. It also equips managers with the critical information required to effectively support their teams in a legal, ethical, and productive manner.

NEED FOR THE STUDY

Human Resource Information Systems (HRIS) are essential for organizations, as they systematically gather data and information pertaining to each employee, which is vital for effective planning, informed decision-making, and compliance reporting. The HRIS manages various types of data, including personal details, career history, skills, and benefits, all of which contribute to employee development and help address organizational challenges. Furthermore, HRIS utilizes unique employee identifiers, like employee codes, to streamline record-keeping. It also plays a crucial role in addressing salary discrepancies, promoting equitable compensation. This study underscores the necessity of a strong

HRIS to improve both organizational efficiency and employee satisfaction.

SCOPE OF THE STUDY

Creating an effective HRIS entails thorough data collection from the HR department and, to a degree, from employees themselves. Given the importance of confidentiality and security, organizations tend to be cautious about sharing employee data. Employees should be encouraged to provide precise information, and there must be a foundation of trust from management regarding the positive contributions of employees' shared data. To motivate staff and cultivate a sense of belonging, clear communication from top management about the advantages of an HRIS is critical.

OBJECTIVES OF THE STUDY

The central aim of an HRIS is to harness technology to improve the efficiency of human resource management. While some organizations primarily use HRIS for data storage and generating reports, others leverage it for decision-making and scenario analysis. This study intends to:

- Review current HRIS practices.
- Validate the accuracy of employee data.
- Implement necessary modifications in SAP.
- Identify and rectify inaccuracies in employee data within SAP.
- Assess "data needs" and provide related recommendations to the organization.

The study aims to engage both administrative and executive teams in enhancing daily operations and evaluation procedures by introducing fresh perspectives, attitudes, and methodologies in executive management.

II. METHODOLOGY

This study was conducted at HERITAGE FOODS INDIA LIMITED in Hyderabad. Primary data were gathered through online interviews utilizing a carefully crafted questionnaire. The research employed a survey methodology involving two key instruments: a management schedule designed to collect organizational information and a second instrument directed towards a sample population.

Research Design

1. Research Method: Survey
2. Data Collection Methods:
   - Primary Source: Structured closed-ended questionnaire
   - Secondary Sources: Company brochures, records, magazines (REINFOREC), journals, and internet resources.
3. Research Instrument: Personal interviews with supplementary aids
4. Sampling Plan: Simple random sampling with a sample size of 100

LIMITATIONS OF HRIS

While HRIS offers numerous benefits, it also presents several challenges that need to be addressed for optimal utility:

- Financial and Human Resource Costs: Implementing HRIS can be expensive in terms of both finance and manpower.
- Design Limitations: Often, those designing HRIS lack a comprehensive understanding of what constitutes high-quality information for users, resulting in reports that do not meet user needs.
- Dependence on Human Input: HRIS cannot entirely replace human judgment and intervention; the quality of the output depends on the accuracy of data input and the queries made.
- Batch Processing Issues: In many organizations, HRIS operates in batch mode, with records updated weekly, which can lead to outdated reports that do not reflect current realities.

III. HUMAN RESOURCE PLANNING

In today's fast-paced business environment, American companies encounter numerous challenges that significantly affect their Human Resource Management (HRM) practices. For HRM to align with business objectives, organizations must routinely assess environmental changes and devise strategies to address them. Human Resource Planning (HRP) is a strategic approach that links HR concerns to the organization's business objectives, ensuring that companies are equipped for future demands. This proactive stance enables organizations to anticipate their HR needs and implement suitable strategies, thereby minimizing the risk of reacting inadequately to emerging challenges.

HUMAN RESOURCE MANAGEMENT SYSTEMS

The implementation of Human Resource Management Systems (HRMS) varies in its complexity and associated costs based on the organization's size and requirements. Typically, the cost of HRMS technology ranges from $300 to $700 per employee, with a projected return on investment within three years driven by improved efficiencies. In addition to cost savings, HRMS allows HR departments to shift from administrative roles to strategic management functions, facilitating processes such as recruitment, performance management, employee development, and customer service, effectively reducing turnover and enhancing overall performance.

IV. FINDINGS

The research conducted at Heritage Foods provided several important insights:

- HRIS is efficiently organized and adeptly manages a comprehensive array of employee information.
- The company employs SAP HR, a leading technology in HRIS, to oversee its employee database.
- HR team members are well-trained in utilizing the SAP platform; however, further professional training with certification could elevate their expertise.
- The current training approach emphasizes hands-on, practical learning, which has proven to be effective.

V. SUGGESTIONS

To improve HRIS effectiveness and employee engagement, the following suggestions are made:

- Stress Management: Organizations should implement stress management programs, including meditation and personality development workshops, to foster a better work environment.
- Knowledge Management: Encouraging knowledge sharing across teams can enhance collective

learning and innovation.

Heritage Foods India Limited has successfully maintained a personal and engaging work culture, emphasizing strong employee relations and effective communication. This culture, combined with modern HR practices like re-engineering business processes and SAP applications, strengthens the organization's connection with its employees.

VI. CONCLUSION

Access to accurate, timely, and relevant information is vital for effective management and decision-making, driving both employee productivity and overall organizational success. A well-structured HRIS delivers essential information swiftly and cost-effectively, establishing itself as an invaluable resource for contemporary organizations. As HRIS continues to develop, its significance in improving organizational efficiency and facilitating strategic management will undoubtedly increase.

BIBLIOGRAPHY
Websites:
- www.google.com
- www.heritagegroup.com

Books:
- "Human Resources Management" by Pattnayak Biswajeet
- "Essentials of HRM" by Subba Rao
- "Human Resources Management" by Gary Dessler