# Financial Payroll Software – An Exploratory Study on the Implementation of Human Resource Information System (HRIS)

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*Abstract*: Human Resource system isn't new concept, but it's recuperating day by day with the dynamic environment of business. It is a serious role within the Human Resource Department in any organization. The research is empirical in nature, constituting the responses of fifty respondents from HR employees of organizations of manufacturing sector. The survey is completed with the help of a questionnaire. After the analysis it absolutely was concluded that HRIS has many advantages, it can easily function a database for various HR functions like Human Resource Planning, Training & Development, Performance Appraisal, etc. the contribution of HRIS is that it helps in managing various strategic activities of HR department very efficiently and effectively.

*Keywords*: Human Resource Information Systems (HRIS), Information systems, Importance of HRIS.

## 1. Introduction

Human Resource system (HRIS) may be a sort of HR software that mixes type of systems and processes to create sure the straightforward management of a business' employees and data. Human Resources Software is utilized by businesses to combine several necessary HR functions, like storing employee data, managing payrolls, recruitment processes, benefits administration and keeping track of attendance records. It ensures everyday Human Resources processes are manageable and simple to access. It merges human resources as a discipline and, particularly, its basic HR activities and processes with the info technology field, whereas the programming of information processing systems evolved into standardized routines and packages of Enterprise Resource Planning (ERP) software. Overall, these ERP systems have their origin from software that integrates information from different applications into one universal database. The linkage of its financial and human resource modules through one database is that the foremost significant distinction to the individually and proprietarily developed predecessors, which makes this software application both rigid and versatile. Human Resource Information Systems provide a way of acquiring, storing, analysing, and distributing information to numerous 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 wasn't left untouched. Early systems were narrow in scope, typically focused on one task, like improving the payroll process or tracking employees' work hours. Today's systems cover the whole spectrum of tasks associated with Human Resources departments, including tracking & improving process efficiency, managing organizational hierarchy, and simplifying financial transactions of each type. In short, because the role of Human Resources departments expanded in complexity, HR technology systems evolved to suit these needs.

## 2. Review of Literature

Cappelli, P. (2001) within the study said that using the web to support recruiting is central to how organizations attract potential job candidates. during this article, Cappelli outlines four keys to effectively managing the e-recruiting process. These include using the online to draw in candidates, using technology to sort applicants, problems with discrimination, and the way to spot and move to rent the highest candidates quickly. The study geared toward examining the perceived importance of human resource system (HRIS) in business. The study then extracted the perceived important reasons of using HRIS in business through principal component (PCA) analysis. The results of the present study revealed that HRIS only automates the repetitive HR functions but also facilitates HR end-users in allocating workforces effectively, promoting suitable corporate culture, designing employees' career plan and improving services to the staff. However, this study provided broad evidence to counterpoint the prevailing literature within the respective field, with improved methodological and measurement issues to unleash the importance of HRIS in business.

Dineen, B. R., & Noe, R. A. (2009) done the study of 348 job seekers, the researchers examined the flexibility of applicants to customize the order of data viewed on a recruiting website. The results of this research are to supply evidence that the power for applicants to customize information will give a foothold to a more accurate assessment of applicant fit with the organization and can reduce the quantity of poor fit applicants.

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The study discusses how technology changes within the field of HR are affecting the abilities needed by HR employees. It focuses on how technology is reducing the necessity for the normal HR generalist while increasing the requirement for specialists, including HRIS specialists and super content masters who can help employees navigate complex HR issues.

Hornik, S., Johnson, R.D., & Wu, Y. (2007) Says the utilization of more advanced technology may be viewed as how for organizations to enhance training outcomes. this text finds it's going to not be the technology itself that matters, but how the course design and technology fit with how the trainees prefer to learn. When the learners found a mismatch, they communicated less, were less engaged and performed slightly worse than when there was a fit. The study defines the connection between applicant screening techniques and therefore the use of performance monitoring. Specifically, the authors find that employers who screen applicants for factors like conscientiousness, which might predict work ethic, can use more cost-effective types of monitoring systems.

Johnson, R. D., Hornik, S. R., & Salas, E. (2008) say that communication is a necessary component of the creation of successful e-learning courses. This study found that individuals who communicated more performed better and were more satisfied with the course. Also, research shows that it's essential for learners to feel that they're in an exceedingly shared learning environment. The more learners felt they were in a very shared learning environment, the more satisfied they were with the course and therefore the higher their utility judgments (i.e., the more they saw the worth within the course).

Lievans, F., & Anseel, F., (2007), say the employment of computerized in-basket tasks can reduce administration costs, improve realism and permit for more timely feedback. during this study, a cloning procedure is employed to style a digital version of a paper-pencil in-basket test. He also said that Human Resource data system (HRIS) is sometimes an element of the corporate's larger Management data system (MIS) that to assist the company to creating recruiting, promoting, payroll, employee selection and placement, intake and training projections, career-pathing, and productivity evaluation.

Survey composed by CIPD by Linda Hall, Christine Turgoose, Dr Chris Stride and Jennifer war (2008), within their research shows a big change which are made in a part of HR experts and therefore the way they work. HRIS enhances the productivity of HR organization and empowering a more noteworthy spotlight on making commitment within the association. a substantial measure of contentions rose to offer changes in zones, as an example, presentation of HR programming, call focuses, outsourcing and off shoring of activities.

Shammy Shiri (2007), Human asset administration is especially vital in an information-based economy, where thoughts and skill are for the foremost part esteemed, and an inventive and artistic workforce is very important to handle the difficulties of this new economy. Productive and powerful administration of human capital is progressively a goal and sophisticated process. The developing significance of HRIS is due to the acknowledgment of HR professionals that data

innovation must be a chunk of HR works for the foremost part to make and utilize better HRM software engineers. This reception of HRIS by associations joined with the expanding advancement of this product, gives the HR work new difficulties which requests the HR experts to require an interest and contribute completely to their organizations, as evident key business accomplices.

Barkha Gupta – IOSR journal of business and management, a HRIS generally should provide the aptitude to more effectively plan, control and manage HR costs: achieve improved efficiencies and quality in HR higher cognitive process and improve employee and managerial productivity and effectiveness.

Anyim (2012), HRIS works with sequential and continuing process of analysing organizations human resource requirement and develops an inspiration to satisfy the long run workforce positions. Its main purpose is to align with the company's objectives and its human resource responsibilities through short term and long-term priorities and plan which is drafted.

John Wiley & Sons, Inc. (1997), Despite the widespread use of computer-based human resource information systems (HRIS), previous research has not identified the conditions that support successful systems. this text presents the results of a survey of users who interact directly with a computer based HRIS to try to to their work. The relationships between individual/task, organizational, and system conditions, plus two measures of systems success are examined. The results indicate that system conditions were the foremost important antecedents of success. the supply of internal support for users also represented a critical condition. Overall, the findings of this study provide support for a model of HRIS success and present a basis for planning, designing, and implementing successful systems. Finally, this study brings with it new questions for HRIS research.

## 3. Statement of the Problem

In the ever-changing world today, we see that information technology have vitally occupied an enormous space. HRIS is such an informative financial technology that helps companies to stay track of the capital spent on the human resource of that company, wherein assessing the implementation of HRIS of world Ecocarb pvt. ltd. the corporate authorities must bear in mind of such technology that may increase effectiveness and improve efficiency in their organization. HRIS often stem from poor or rushed implementation which causes failure to enhance inefficient systems before adapting the systems to the new technology, inadequate training, disparity between business and HRIS or failure to devote adequate resources to system adoption. As HRIS is cloud-based software the businesses must confirm that data is secure right from the beginning. Companies should take precautions to make sure password management and to form sure that only parties with clearance can access certain sensitive information.

## 4. Objectives of the Study

- Awareness of varied features of HRIS within the

organization to assess the users.
- To study whether HRIS is successfully implemented within the organization.
- To study whether there's a straightforward access between the technology and human resource management.
- To study whether employees can get proper feedback from the managers.

## 5. Research Methodology

The researcher has used exploratory research method for conducting the research because it will help find a more robust results of the research and it'll also help within the description of the state of affairs, because it exists at the current. the most characteristic of this method is that the researcher has no control over the variables; he/she can only report what went on or what's happening. the information was collected from primary yet as a number of the secondary sources. the first data was all collected through a survey conducted through a questionnaire which consisted of both open-ended and close-ended questions. The sample unit selected for the research was Employees of the manufacture-based organization, and therefore the sampling technique was convenient, and 50 respondents were approached for filling up the questionnaire.

## 6. Limitation of the Study

- Lack of data within the firm with the updating or use of HRIS software.
- The company policy restricted the worker to provide detailed information.
- Due to the busy schedule of the corporate the workers weren't co-operative.
- Limited time given by the corporate to speak with the workers.

## 7. Analysis and Findings

The questionnaire that was prepared for the research study consisted of questions through which we can check the effectiveness of replacement of traditional methods of handling the data of human resource department with the trendy method HRIS with special reference in manufacturing sector.

The major findings of the study are:

- Human Resource plays a vital asset for present organizations especially in manufacturing-based organizations.
- Within the present dynamic scenario, it's important for any organization in manufacturing sector to manage its Human Resources in an efficient manner, that HRIS plays a really important role.
- Much of the manufacturing and service-based organizations now-a-days are using HRIS for managing their different functions of HRM.
- Many of the organizations face many problems during the implementation of the system, but it eases their work after the identical.
- Not much of the organizations have efficient staff to manage such a system so it requires lots of coaching to incline to the users.
- Much of the organizations using the system are satisfied with the interface provided by Human Resource data system software.
- Much of the HR managers using Human Resource data system prefer using it thanks to its easy application and handling of data.
- Computerized Human Resource data system helps the HR managers to minimize their work by handling the maximum amount information as they have in an exceedingly very portable format.
- Much of the respondents are satisfied with HRIS in terms of processing of knowledge during a less span of your time then making their work even better.
- Computerized Human Resource system helps the HR managers to possess accurate information.
- Secrecy of knowledge may be a major concern for HR managers while using HRIS. With the assistance of such system an oversized amount of HR inventory can even be managed easily.

## 8. Conclusions

This study on HRIS (human resource information system) assessing HR priorities at manufacturing sector has been a successful one. The study indicates that the positive aspect is that the corporate imposes good labour relation and works

Table 1
Tabulations of the responses of the study

| S.No. | Questions | Yes | | No | | May Be | |
|---|---|---|---|---|---|---|---|
| | | No. of Respondents | Percentage | No. of Respondents | Percentage | No. of Respondents | Percentage |
| 1 | Access to HRIS via database program | 20 | 40% | 30 | 60% | - | - |
| 2 | HRIS meets current needs of the employees | 42 | 84% | 8 | 16% | - | - |
| 3 | Technical support given for HRIS application | 30 | 60% | 15 | 30% | 5 | 10% |
| 4 | HRIS is paper based | 12 | 24% | 30 | 60% | 8 | 16% |
| 5 | Regularly provide a standard set of data/set of reports | 30 | 60% | 20 | 40% | - | - |
| 6 | Cordial flow of profits due to HRIS implementation | 10 | 20% | 40 | 80% | - | - |
| 7 | Receive training on Human resource information system and/or policies | 15 | 30% | 25 | 50% | 10 | 20% |
| 8 | HRIS already link to or share information with other human resource information system | 38 | 76% | 8 | 16% | 4 | 8% |
| 9 | routine review of the HRIS and/or policies for all employees | 28 | 56% | 12 | 24% | 10 | 20% |

permanently harmony within the organization. Employee motivation is most required within the organization and there are various schemes provided by the organization to require care of that require.

An HRIS utilizes computerized collection, storage, and retrieval technology to boost handling and management of the human resource information within a corporation. An HRIS enables decision makers and planners of a corporation to boost the efficiency, effectiveness. and timeliness of the data at their disposal. New technology has provided decision makers and strategy makers in a company with an avenue to access the knowledge about the human resource in their organization without having to involve the Human Resource Department. With the appearance of web based furthermore as wireless HRIS, the employment furthermore because the benefits of such systems will only improve as time goes by. Human Resource Information Systems are rapidly becoming vital to the successful and skilful operation of the trendy organization. the event of computerized HRIS has taken various directions over the years, and therefore the use of such systems differs between one organization and another; however, with the positive leaps in technology to be experienced during this new millennium combined with those currently being researched, the usefulness, efficiency, and necessity of HRISs will only increase as are often seen by the information collected for this study.

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