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"PSYCHOANALYSIS OF HUMAN RESOURCE INFORMATION SYSTEMS ON THE PERFORMANCE OF HUMAN RESOURCES DIVISION"

"Psychoanalysis of Human Resource Information Systems on the Performance of Human Resources Division"

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Abstract –The Human Resource Information System (HRIS) is the most recent in a progression of functionally oriented information systems, which reflects the trend towards end user computing.

The HRIS encompasses a wide range of computer based applications, but comprehensive conceptual models of the HRIS generate very useful information for the organizations individual managers. Human resource information systems (HRIS) have been used in HR departments for many years, but more recently their use has changed to that of playing a more strategic role to support HR workers, in particular HR managers. HRIS reduces the need for large number of HR employees by helping employees to control their own personal information and by allowing managers to access relevant information and data, conduct analysis, make decisions, and communicate with others without consulting an HR professional. Ideally, with an appropriate use of HRIS, less people should be needed to perform administrative tasks such as record keeping and more time would be made available for HR managers to assist by providing data on a strategic level.

Keywords:- Human Resource Information System (HRIS), Organizations, Human resource

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INTRODUCTION

In this era of information explosion and visual interaction, human resource information system (HRIS) has become one of the most important pillars of modern human resource management. Human resource management (HRM) is the function within an organization that focuses on recruitment, management and providing direction for the people who work in the organization. Invariably, human resource management (HRM) issues have been a major concern for managers at all levels, because they all meet their goals through the efforts of others, which require the effective and efficient management of people (Dessler, Cole & Sutherland, 2008). Lately, the increasing pressure to support strategic objectives and the greater focus on shareholder value have led to changes in both job content and expectations of HR professionals (Ball,2000). Similarly, Schuler & Jackson, Storey, (2001) and Mayfield, Mayfile, Lunce (2003) noted that one such major changes included contemporary use of Information Systems (IS) in support of the HRM process. In addition, using HRIS provides value to the organization and improves HR professionals' own standing in the organization.

Owing to the revolution in information technology, the face of the contemporary workplace has changed and systems have been made more effective by introducing new techniques. Majority of the organizations have now understood the importance of information storage and retrieval. In this paper, we focus on how modern technology is helping in ensuring effectiveness of HR functions. Human Resource Information System (HRIS) is an opportunity for organizations to make the HR department administratively and strategically participative in operating the organization. The main objective is to understand the extent to which HRIS is being used in increasing the administrative and strategic functions of the HR department.

The traditional ways of competitive advantage have to be supplemented with organizational capability i.e. the firm's ability to manage people (Ulrich and Lake 1990). Human Resource Information System is therefore a medium that helps HR professionals perform their job roles more effectively. Human resources information systems, or HRIS, are software systems managed by the company that purchased it, or by an outsourced agent or firm, to manage the employee informational database. HRIS is normally used for two different purposes. One for simple automation like payroll and benefits administration,

and keeping the employee records electronically for administrative purpose to reduce costs and time. The other use of HRIS is for analytical decision making.

HUMAN RESOURCE MANAGEMENT (HRM)

The history of HRM is said to have started in England in early 1800s during the craftsmen and apprenticeship era, and then further developed with the arrival of the Industrial Revolution in the late 1800s. In the 19th century, Frederick W. Taylor suggested that a combination of scientific management and industrial psychology of workers should be introduced. In this case, it was proposed that workers should be managed not only for the job and its efficiencies but also for the psychology and maximum well-being of the workers. Moreover, with the drastic changes in technology, the growth of organizations, the rise of unions and government's concern and interventions resulted in the development of personnel departments in the 1920s. At this point, personnel administrators were called 'welfare secretaries' (Ivancevich, 2007).

STRATEGIC HUMAN RESOURCE MANAGEMENT

Strategic Human Resource Management (SHRM) has grown considerably in the last years. Schuler, Dolan and Jackson (2001) described the evolution of SHRM from personnel management in terms of a two-phased transformation: first from personnel management to traditional human resource management (THRM), and then from THRM to SHRM. To improve performance and create a competitive advantage, a firm's HR must focus on a new set of priorities. These new priorities are more strategic oriented and less geared towards traditional HR functions such as staffing, training, appraisal, and compensation. Strategic priorities include team-based job designs, flexible workforces, quality improvement practices, employee empowerment, and incentive-based compensation. SHRM is designed to diagnose strategic needs and plan talent development, which are required to implement a competitive strategy and achieve operational goals.

Information technology is expected to drive Human Resource (HR)'s transition from a 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 paper 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.

HRM PROCESSES

Planning process -

Human Resource Planning (HRP) process reviews human resources requirements to ensure that the organization has the required number of employees, with the necessary skills, to meet its goals, also known as employment planning. HRP is a proactive process, which both anticipates and influences an organization's future by systematically forecasting the demand for and supply of employees under changing conditions, and developing plans and activities to satisfy these needs. Key steps include forecasting demand for labor considering organizational strategic and tactical plans, economic conditions, market and competitive trends, social concerns, demographic trends, and technological changes.

Recruitment process -

Recruitment is the process of searching for and attracting an adequate number of qualified job candidate, from whom the organization may select the most appropriate to field its staff needs. The process begins when the need to fill a position is identified and it ends with the receipt of résumés and completed application forms.

Selection process-

Selection is the process of choosing individuals with the relevant qualifications to fill existing or projected openings. Data and information about applicants regarding current employees, whether for a transfer or promotion, or outside candidates for the first time position with the firm are collected and evaluated.

CONCLUSION

The paper is attempted to examine how HR professionals or managers in different organizations see the effects of HRIS on strategic HR tasks, and job roles. It also tried to find out if there is a significant difference in HRIS usage between SME and large sized companies in respect of strategic HR tasks performance. HRIS is also extremely a great deal useful in the information flow on a variety of domains of HR processes. In this regard an attempt has been made to their various facets or statements on information flow and analyze HRIS impact on information flow in the organizations. The overall conclusion is that the usage of HRIS has a positive impact on various facets of information flow in the organizations.

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