

Effectiveness and Implementation of HRIS

A Case Study of the AL Tameer Star Company (TS)

Fahad Al Batashi¹Vishal Dattana²
Middle East College

ABSTRACT– Human Resource Information System (HRIS) is a program that makes human resource officers work efficiently and effectively on the assigned tasks. The research on the topic was carried out at TS where a sample size of 100 respondents were selected from the company to offer feedback on the asked questions. The company has already implemented the use of HRIS but the effectiveness of its operations was put under review. The findings indicated that HRIS helps the organization in communication, resource planning, and recruitment. Also, the system offers a better time management where the previously wasted time can be saved under the present use of the HRIS. Applying the system in the operations of the human resource management creates a better chance of handling activities and managing resources that require accurate and fair distribution to offer the organization balance on its productivity. The system helps in assigning and allocating the readily available resources according to the needs of various sections within an organization. The application has enabled the staff at TS to become more productive and efficient in their service delivery.

Keywords – HRIS, TS, Technology

I. INTRODUCTION

HRIS is also known as human resource management system (HRMS) that helps employees in performing their work in an organized way. The application of HRIS at TS is a boost towards achieving the strategic goals of the company by employing and using the best technologies or running the company. The key element of the research is to help discover the effectiveness of the already implemented system where efficiency and accuracy will be the greatest measures towards the performance of work within the organization[1]. The measures of the effectiveness of the HRIS at the TS will be the ascertainment of the job satisfaction to employees and the productivity experienced from the assigned tasks within various departments. Despite having an operational HRIS at

TS, the ability of utilizing the possible tasks that can be met by the use of HRIS within the organization would be done in this research.

II. PURPOSE OF STUDY

The purpose of the research is to discover the areas that the HRIS aids the employees in performing their duties well without experiencing or undergoing through challenges that can be resolved using the system. The study is purposely for the determination of better performing sections within the organization that are managed under the broad department of human resources[6]. Regardless of the benefits of the implementation of HRIS within the organization operations, certain areas require more attention while others do not need the services of the HRIS. It will be the purpose of the research to identify and ascertain the effectiveness of the system within the organization. Apart from considering the use of HRIS at TS, the general view of the system can be evaluated at the literature review to help understand the needs for having an effective working system that monitors operations hence making the work of human resource officers easier.

III. SIGNIFICANCE OF THE STUDY

The major areas that HRIS use capitalizes in making the operations better include the human dimensions, technological dimensions, organizational dimensions, and environmental dimensions.

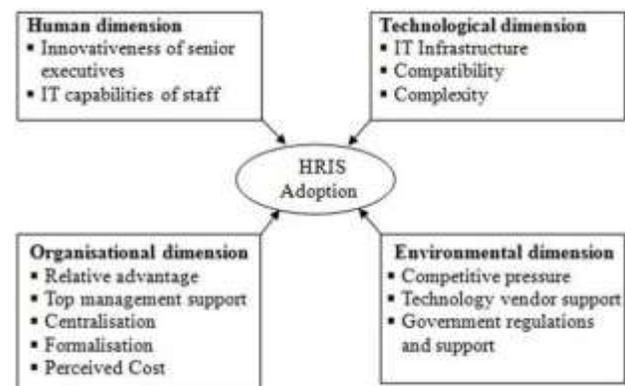


Figure 1: HRIS Adoption Capitalization Areas

Organizational Effectiveness

A good HRIS to a company will enable the achievement of the most productive goals. The human resource system helps in determining and selecting the organizational ways that can be applied by the company in handling employee issues that can lead to a beneficial way of working and doing operations[4]. Most of the systems can lead towards the engagement in operations and activities that can increase the effectiveness of the delivery of work by the staff. Organizations have a work plan used in delivering certain milestones within the period of work. The mode of doing work with staff can be regulated and streamlined by the ways the implemented HRIS offer to perform its activities. The achievement of an organizations effectiveness can offer the company a better position in the market for sourcing for qualified staff due to the built reputation[3]. Most of the activities that need to be handled include the control of stock and the management of logistics that are major difficult sections within the organizations. The implementation of a HRIS that can offer a better performance in the difficult areas can lead to a better result-oriented TS company.

Commitment towards Employees

Commitment of the HRIS team towards the company employees can be demonstrated by the mode of orientation and training offered to employees. A majority of the employers engage in various activities that relate towards the cause for a higher compensation. Most of the activities and ways of handling processes within the organization must be handled with great care to avoid the mistakes from occurring [7]. Apart from the selection of competent and qualified employees, the company can keep training to increase skills of work and experience. For example, the company equires individuals that can handle the processes of sourcing for new staff from a target geographical area. The staff sent to such areas must be trained on the better ways of promoting the organization to staff with the potential of enrolling for courses. An organization that considers the comfort of the staff while performing duty can be deemed to benefit from the outcome as it will be perfect and result oriented.

Employees' Empowerment

The study will help in empowering employees to get committed to their work by performing a better recruitment and proper selection of employees. The employees can be empowered through offering training. The several activities that the HRIS can engage employees can lead to an empowerment process where a majority of the staff will develop a sense of their belongingness and eventually offer their contribution towards the company[5].

Occupational Safety

Working under a HRIS that ensures occupational safety can guarantee a long-term benefit to the parties involved. The organization and employees can have a procedure of handling issues without engaging in the unwanted scenes where friction occurs between the employer and employees. Encountering fatalities within an occupation can lead to a great impact on the employees' morale of work. The incidences can jeopardize impact towards the productivity of employees. The safety at work include the use of electronic ways or storing records about the completion and pending assignments issued by the management[2]. For example, the biometric clocking system used by the staff at TS does not have any personal relation wit employees. Thus, it creates room for accountability and transparency of the activities carried out within the company.

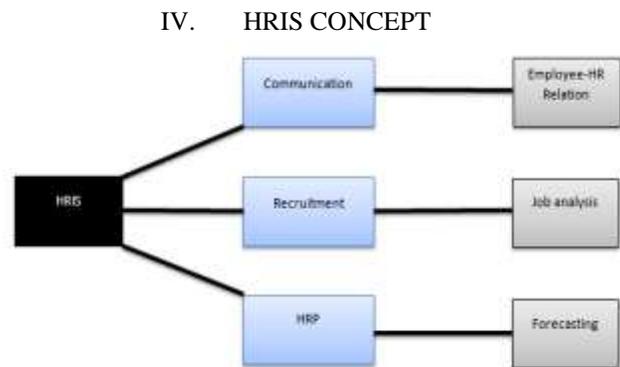


Figure 2: HRIS Concept

V. HRIS AND TS PERFORMANCE

Organizations undergo various changes that can create or lead towards a better work performance when applied the HRIS in their operations. The performance increases and efficiency maintained due to the ability of HRIS to remember and keep timeline

as required unlike human labor that can allow extra time hence delaying the steps that follow. A delay in a stage can cause to the delay of the delivery of an entire project. For example, the professors at TS can lead to a prolonged semester at organization due to a skipped lesson that was so crucial. The lesson can lead to staff failing in the final exams and be requested to re-sit such papers.

HRIS systems are technology integrations into the human resource system that allows for the use of the human resource officers and systems to offer advanced use of innovation within the scope of the company activities. The performance required should be compared to the available and able staff to execute certain commands. TS is an organization that requires a lot of skill because the staff learning the course may develop the most recent program that can handle human resources activities and render the administration incompetent[5]. Therefore, the performance of an organization is required to outperform the existing categories and ensure research is done continuously to help discover better ways of delivering service to the organization.

VI. BENEFITS OF HRIS

Self-service options

Employees have the option of performing personal duties and scheduling tasks according to their capabilities. The schedules can be reviewed by the management and treated as the best ways of handling and tackling the issues of delayed responses from the management. Upon the issue of a timetable, the staff can handle or engage in activities that require a lot of concentration without being requested to hold meetings for schedules. The system can be set to direct the employees while they continue doing their jobs. Any changes to the system, can be responded to by the users to the accounts[4]. For example, a human resource officer has access to the human resources management and other authorized ways of doing work. The majority of the tasks need to be scheduled and allowed to rest upon the set guidelines where self-service can be reached by the employees.

Open Enrollment Benefit

When issuing an advert to the public for an open vacancy within the organizations, there is an open forum where anyone with the required qualifications

has an equal chance of getting the vacancy. However, the open enrollment procedure benefits those individuals with the internet availability and have access to it all the time since it requires one to be available online to view such news. The details and requirements must prove that whoever is applying has met the set criteria to avoid engaging in personal interviews that can waste a lot of valuable time. When sending hard copy letters, the postal process can take a long duration that may lead to the expiry of the advertised period from getting the vacancy filled. When filling any of the issued applications online, the system detects and allows everyone to engage in a real-time process where responses can be acted upon by the candidates with the qualifications. Also, the use of the system allows employees to engage with various activities where they have the ability of handling and issuing suggestions to the department heads on the best ways of handling certain tasks[8].

Improvement of Training Capabilities

The level of offering training and development activities to the employees at the organization can be enhanced and allowed to work under the most preferable way of using the internet. The system can be utilized in circulating the relevant information that need to be read and followed upon the conduct of work. The issued information can be posted on the system for various employees to view depending on what is needed from them to be known. For example, the circulation of news about a system upgrade can be best communicated to the information technology team where a lot of concern can be raised and issues regarding the upgrade be discussed to ensure the company does not keep using the old version[1]. The benefit of the HRIS system is to ensure that the communication ability rested upon the program has been utilized in offering updates to staff. Such updates help in keeping the employees updated with the trending events in the market and the need for making serious changes.

Payroll and Employee Information Errors Reduction

Under the use of HRIS within TS, the employees no longer keep track of the extra worked hours for payroll details. The system automatically captures the clock in time and the sign out time to enable the

calculation of the working hours. Since the re at various breaks within the job hours, they are implemented within the system to be deducted before determining the extra worked hours. The issue of overtime pay is a major concern that employees within various workplaces consider[6]. Therefore, since the biometrics system cannot allow a staff to sign in or pout for another, it requires that the system generates reports about the total number of hours worked for the determination of overtime pay. During payroll, the system also considers the case of checking absent employees within different days that they might have missed work without an approval from the management.

VII. HRIS WORKFORCE MANAGEMENT FEATURES



Figure 3: HRIS Enforcement Features

Scheduling: The concept of the HRIS having the ability to engage in offering and assigning tasks to the staff through the system is a better way of handling and dealing with the most recent updates distribution. The HRIS apps can be installed into staff devices or easy access and quick updates from work even when taking an off day [7]. Such ways can help in scheduling work so that everybody can be informed without experiencing cases where some staff can claim to have not received the information.

Employee performance:The records on performance recorded into the system can be a guide towards checking on employee progress in terms of productivity. The system can compare different periods and determine the improvement or decline in the performance of an employee. Such results can be used by the organization in making decisions that can

help the management on the direction to take when offering salary increment or promotion at work. Productive and improving employees will be categorized into the class of benefit to be offered more incentives [9].

Compliance management:Employees are issued with compliance rules and regulations that can be applied by the staff whenever exercising their powers within the areas of work. The system can issue policies and guidelines that must be issued in offering and engaging with employees.

VIII. HRIS AND TECHNOLOGY

There is an increased trend in the form of doing activities within the various occupational positions. A majority of the employees need to be monitored and tracked using the system for a successful delivery of work. The system can be set to receive updates into the system on the progress of all the available and most recent milestones. When there is minimal milestone or none, the management can have a reason of questioning such a conduct while at work. Unless a staff member is having an off day, work must be done and put in record for the management to make decisions[3]. For example, accepting customer orders without knowing the availability of the products in the store can be challenging for the salesperson as well as the finance department in raising of invoices. Since the company handles activities that do not require boiling, the concerns of the administration is to have track records of employee activities within the company and at the expense of the organization in offering required resources. When the assigned staff cannot meet the set parameters, the reason for the purchase of required resources can be stopped until there is available workforce to undertake such responsibilities. Since technology keeps making new discoveries with time, the current systems must be considered to experience changes when a better version or alternative arrives to the market.

IX. CONCLUSION

HRIS use at the company can be a great tool for handling and executing opportunities that need to be handled by the human resources management. Most of the activities require to be served with great concern when being assigned to employees. For example, the course completion certificates must be

kept within the powers of strict and diligent individuals who cannot be tricked or bribed to issue disguised certificates to staff who never achieved such milestones through attending the courses as required.

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