

International Multidisciplinary
Research Journal

Indian Streams
Research Journal

Executive Editor
Ashok Yakkaldevi

Editor-in-Chief
H.N.Jagtap

Indian Streams Research Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Manichander Thammishetty

Ph.d Research Scholar, Faculty of Education IASE, Osmania University, Hyderabad.

Mr. Dikonda Govardhan Krushanahari

Professor and Researcher ,

Rayat shikshan sanstha's, Rajarshi Chhatrapati Shahu College, Kolhapur.

International Advisory Board

Kamani Perera

Regional Center For Strategic Studies, Sri Lanka

Mohammad Hailat

Dept. of Mathematical Sciences, University of South Carolina Aiken

Hasan Baktir

English Language and Literature Department, Kayseri

Janaki Sinnasamy

Librarian, University of Malaya

Abdullah Sabbagh

Engineering Studies, Sydney

Ghayoor Abbas Chotana

Dept of Chemistry, Lahore University of Management Sciences[PK]

Romona Mihaila

Spiru Haret University, Romania

Ecaterina Patrascu

Spiru Haret University, Bucharest

Anna Maria Constantinovici

AL. I. Cuza University, Romania

Delia Serbescu

Spiru Haret University, Bucharest, Romania

Loredana Bosca

Spiru Haret University, Romania

Ilie Pinteau,

Spiru Haret University, Romania

Anurag Misra

DBS College, Kanpur

Fabricio Moraes de Almeida

Federal University of Rondonia, Brazil

Xiaohua Yang

PhD, USA

Titus PopPhD, Partium Christian University, Oradea, Romania

George - Calin SERITAN

Faculty of Philosophy and Socio-Political Sciences Al. I. Cuza University, Iasi

.....More

Editorial Board

Pratap Vyamktrao Naikwade

ASP College Devrukh, Ratnagiri, MS India Ex - VC. Solapur University, Solapur

Iresh Swami

VC. Solapur University, Solapur

Rajendra Shendge

Director, B.C.U.D. Solapur University, Solapur

R. R. Patil

Head Geology Department Solapur University, Solapur

N.S. Dhaygude

Ex. Prin. Dayanand College, Solapur

R. R. Yalikal

Director Management Institute, Solapur

Rama Bhosale

Prin. and Jt. Director Higher Education, Panvel

Narendra Kadu

Jt. Director Higher Education, Pune

Umesh Rajderkar

Head Humanities & Social Science YCMOU, Nashik

Salve R. N.

Department of Sociology, Shivaji University, Kolhapur

K. M. Bhandarkar

Praful Patel College of Education, Gondia

S. R. Pandya

Head Education Dept. Mumbai University, Mumbai

Govind P. Shinde

Bharati Vidyapeeth School of Distance Education Center, Navi Mumbai

G. P. Patankar

S. D. M. Degree College, Honavar, Karnataka

Alka Darshan Shrivastava

Shaskiya Snatkottar Mahavidyalaya, Dhar

Chakane Sanjay Dnyaneshwar

Arts, Science & Commerce College, Indapur, Pune

Maj. S. Bakhtiar Choudhary

Director, Hyderabad AP India.

Rahul Shriram Sudke

Devi Ahilya Vishwavidyalaya, Indore

Awadhesh Kumar Shirotriya

Secretary, Play India Play, Meerut (U.P.)

S. Parvathi Devi

Ph.D.-University of Allahabad

S.KANNAN

Annamalai University, TN

Secretary, Play India Play, Meerut (U.P.)

Sonal Singh,

Vikram University, Ujjain

Satish Kumar Kalhotra

Maulana Azad National Urdu University

Indian Streams Research Journal



THE ROLE OF HRMS IN HUMAN RESOURCE MANAGEMENT



Pathlavath Mounika

Part-Time Faculty in Management.Nizamabad.



ABSTRACT

Human Resource Management is said that organization's most valuable resource is its workforce. HRMS is critical as managing the complexities of the talent, payroll etc. Enterprise Resource planning System can effectively manage the day-to-day operations and the needs of the human resource department. HRMS will have the capability to keep employee data in a secure manner and provides the quick access to the employees complete employment information.

KEYWORDS :Human Resource Management , organization's, day-to-day operations .

INTRODUCTION

Human Resource Information System (HRIS) also known as Human Resource Management System (HRMS). HRIS is a combination of information technology and human resource. HR is not at all a single function it is having different roles and objectives in different organizations. Human resource management is deals the recruiting and motivating the people to develop the organization levels. Human resource information system refers the system of collection, records, classification, processing, storing, analyze and retrieve various types of information concerning an organizations human resources. HRIS is the user friendly software to do the operations easily, control and maintain the data of an organization. It is possible to make quality strategic decisions related to human capital. It should provide capability to more effective plan and reduce the labour charges to the concern organization. Human Resource Information System, is a system that lets you keep track of all your employees and information about them. It is usually done in a database or more often in a series of inter related database.

OBJECTIVES OF THE STUDY:

- To discuss various ERP Systems which provides HRMS.
- To study pros and cons of HRMS.
- To analysis impact of HRMS on Organizational success.

History of ERP: It was the early 1960s where enterprises made software to handle their substantial management needs. Starting in the late 1980s and the beginning of the 1990s new software system known in the industry as enterprise resource planning (ERP) systems as surfaced in the market targeting mainly large complex business organizations. Starting in Enterprise Resource Planning systems or enterprise systems are software systems for business management, encompassing modules supporting functional areas such as Planning, manufacturing, sales, marketing, distribution, accounting, financial, human resource management, transportation and e-business. The architecture of the software facilitates transparent integration of modules, providing flow of information between all functions within the enterprise in an unfailingly visible manner.

Various Packages offering HRMS Module for Human Resource Management:

In the present scenario almost all ERP packages contains HRMS Module and sub modules in HRMS all these modules are very useful to maintain effective data. Here are some modules and sub modules

- 1.Oracle HRMS
- 2.PeopleSoft HRMS
- 3.SAP HRMS
- 4.Ramco HCM:

1.Oracle HRMS:

Oracle Human Resource Management System is a major part of the Oracle E-Business Suite of applications. Oracle HRMS is an integrated suite of applications that supports of all aspects of the HR function. It includes:

- + Oracle Human Resources (HR): It enables the efficient management of workforce data and supports all standard HR activities, including workforce organization, development and management. Oracle Human Resources provides the shortest route to fast and smart human resource management system.
- + Oracle Payroll: Oracle payroll is a high-performance, rule based payroll management system designed to keep pace with changing enterprise and workforce needs. Oracle pay role offers that capability via a unique, data driven approach that enables the definition and management of diverse payroll requirements. This one helps to manage employees payroll related details. It consists how much pay, when to pay and deductions of the salary etc.
- + Oracle advanced benefits: It is a powerful compensation and benefit functionality in Oracle Human Resources. Oracle advanced benefits permits the administration of a complete benefits such as life insurance, medical claims, enrolment process monitoring etc.
- + Oracle self-service human resources (SSHR): It allows your employees to use a web browser to access HR information and make personnel actions. The information an individual can access their data like maintain their own information, including personal profiles, benefits and expenses.

Oracle SSHR designed for the needs of the untrained employees also it means it is a user friendly product.

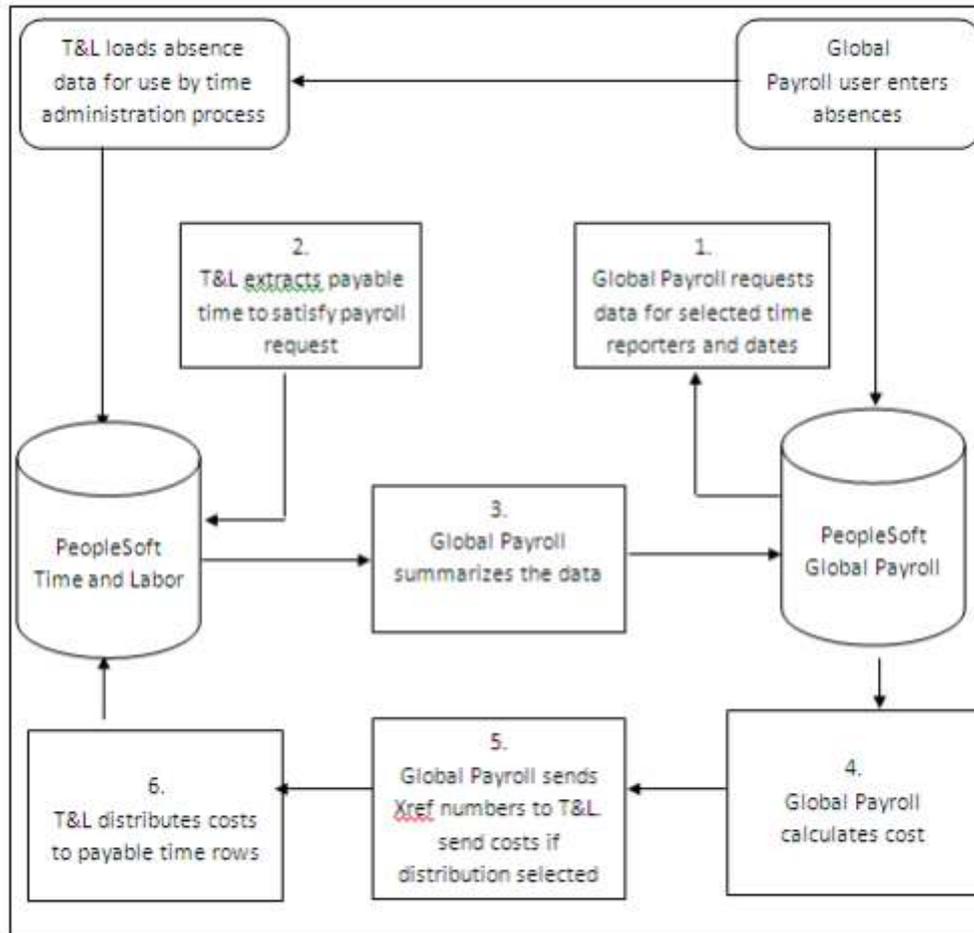
- + Oracle iRecruitment: this is a self-service component and it offers a fully automated recruitment process. It permits managers, recruiters and candidates to manage all levels of recruitment. Oracle iRecruitment supports both internal and external users and is configurable to reflect the enterprise image.
- + Oracle Time & Labor (OTL): Oracle Time & Labor is a web-enabled time-recording application that allows you to reduce the costs associated with time and attendance records. It reduces administration costs by given that self-service time reporting for workers and it manages who worked for how many hours for which project, over times etc.
- + Oracle Learning Management (OLM): It permits you to train your employees effectively and lower cost. OLM allows you to manage, deliver, monitor your online and classroom based training. It is manages employee training needs, hiring external trainers etc.

People Soft HRMS:

People Soft is a global leader in enterprise application software. The company was amalgamated in 1987. People Soft is the world's second largest supplier of enterprise application software. Clients of the company include small and medium-sized business as well as some of the largest companies in the world. People Soft HRMS attempts a balance between functional requirements and relational database requirements. This is especially relevant to human resource requirements. PeopleSoft applications are built on innovative and open technology, it allows easily integration with third-party applications and legacy systems. PeopleSoft HRMS contains following features:

- PeopleSoft Update Manager (PUM)
- PayCheck Modeler
- End to end solution for service purchase processing
- Candidate gateway enhanced site configuration
- HCM benefits new dependent relationship
- Tracking in ePerformance
- The eCompensation manager desktop job changes during open cycles
- New life events Processes
- HTML Email Approvals
- A benefits clone utility

PeopleSoft Global Payroll Structure:



SAP HRMS:

SAP is the world’s largest ERP system. SAP is the one of the leading international suppliers of business software. SAP is the world’s largest independent software manufacturer. SAP R/3 system is designed to switch all of the business management tasks of a company.

SAP HR (Human Resources) is one of the largest functional module in SAP. It is called SAP HR or SAP HRMS. It comprises organizational management, personal administration, recruitment, payroll, compensation management, time management, budget management, personnel development, training & event management.

JD Edwards HRMS: JD Edwards provides a versatile, it is cost-effective and time-saving solution for managing your employee and accounting for employee time worked. Human resources and payroll users can enter information into the JD Edwards system and it is prevents unauthorized access to confidential information. We can setup system security that allows users to access information that they need for their jobs

We can use this system

- To track employees and employee job information,
- Manage your worldwide labour expenses and billing,
- Track job costs by creating journal entries for the general ledger,

- Streamline your hiring processes,
- Setup the deductions, benefits and accruals that you use during payroll processing.

Ramco HCM: Ramco HCM is the one of the leading ERP system. In this managers and employees can access workforce and talent management data in real time. It allows personal information, leave, time recording, claims, training requests, hire requisitions and payslips. Ramco HCM consists following management components:

Core HR	Time & Attendance	Payroll	Talent Management	Recruitment
Organization Management	Schedule Management	Gross & Net pay calculation	Competency Management	Requisition Management
Personal Administration	Paid Time-off Management	Retroactive Pay & Increments	Performance & Goal	Sourcing
Movements & Exit Management	Time Entry Management	Financial Integration	Succession Planning	Candidate Management
Benefits Administration	Project Time Booking	Direct Deposit Automation	Career Planning	Selection & offer
Travel & Expenses	Absence & Overtime track	Country specific compliance	Training administration	On boarding

Major clients of the ERP Vendors in India

Vendor	Major Clients
SAP	BPCL, IOC, ONGC, Reliance, Nestle, Colgate-Palmolive, Procterand Gamble, L and T, Mahindra and Mahindra, Tata Motors, Tata Steels
Oracle	KPMG, TCS, HP, Compaq, GE, Sony India
Baan	Godrej and Boyce, Kirloskar Copeland, Tata Info Tech, Larson and Toubro
PeopleSoft	Allianz Insurance, Citibank, Ford, VISA, Merrill Lynch
JD Edwards	Philips, Lexmark, SmithKline Beecham
QAD	HLL, Godrej Soaps, Nicholas Piramal, Jhonson, Lucent Technologies
Ramco	Jindal Iron and Steel, Indian Air Force – Nasik, Madras Cements, Madura Fabrics

The entire ERP packages have similar features and ultimate goal of every package is its cost-effective, time-saving and effective management of employee's data. In the present era all the vendors are offering user friendly softwares to attract the companies. Companies development depends on its Human Resources. If a company utilizes its employees in effective manner then easily it can achieve its goal. Effective utilization of employees depends on HRMS.

REFERENCES:

<https://www.oracle.com/hrms/>

<http://www.oracle.com/us/products/applications/peoplesoft-enterprise/human-capital-management>

<http://cvcc.vccs.edu>

<http://www.hrpayrollsystems.net/hrms>

<http://sapbrainsonline.com>

<http://www.sysoptima.com>

<http://www.oracle.com/us/products/applications/jd-edwards-enterpriseone/human-capital-management/human-resources-management>

<http://www.ramco.com/erp-suite/hcm>

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- Google Scholar
- EBSCO
- DOAJ
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Indian Streams Research Journal
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.isrj.org