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HUMAN RESOURCE MANAGEMENT IN INDIA

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Human resource Management

ABSTRACT

Modernization is considered as one of the most impacting factor and whereas Human Resource Information System(HRIS) can be treated as one of the changing factors, different studies proves that there is positive association between innovation and Human Resource Information System more accurately we can say that these association has relative advantage, trial ability, obesrvability, and most important is compatibility. Implementing HRIS as one of the impacting innovative skill in entrepreneurship gives more reliable results and helpful for managing human resource function by entrepreneurs. This research will tries to discover how HRIS plays an one of the innovative skill role in entrepreneurship and how effectively it supports new emerging entrepreneurs to manage their business and manage their human resource activities with advanced and urbanized expertise.

KEYWORDS:IHuman Resource Information System (HRIS), novelty, Entrepreneurs.

INTRODUCTION:

Human Resource Information System is now a day's gaining more attention of new emerging skill in entrepreneurship it is an innovative skill which is systematic way of storing data and information of each individual worker related to planning, decision making, and generating the important reports. HRIS is an integrated system used to gather, store and analyze information regarding organizations human resources HRIS merges organization human resource management as a discipline and in particular basic HR activities and process with the information skill field. It can be used to maintain human resource details such as employee profile, absentee reports, performance management information and planning, salary management and other important reports.

RESEARCH DESIGN:

To explore study up on innovative changes in HRIS skill, its usage, implementation and benefits of HRIS implementation in technological entrepreneurship, explanatory method is used which includes study of secondary data available in reference books, commerce magazines and web references.

WHAT IS HRM?

Given that various authors published articles related to HRIS and information skill, it is visible that there are interchangeable expressions used to refer to HRIS, for instance e-HRM, HR intranet, web-based HR; computer based human resource management systems, practical HR and HR portals. Several authors argued about internet or web-based channels as a venture of HRIS (Lengnick- . Originally, DeSanctis (1986) rational functional areas of the organization, designed to support the planning,

administration, decision-However, several authors argued that the definition of DeSanctis (1986) narrows the scope to the HR position and neglect the adoption and deployment of the information systems in the corporate organization. Kavanagh et al. (2012) mentioned although HRIS includes hardware and software, it also includes people, forms, policies and procedures, and data. Recently, the focus of HRIS has shift to more strategic applications of an organization like recruitment, performance and compensation organization, self service tech (Bell, Lee, & Yeung, 2006;Lengnick-Hall & Moritz, 2003; Panayiotopoulos, Vakola, & Galanaki, 2007). While some authors preferred to use the term e-HRM over HRIS , several authors agreed that a line cannot be drawn between IT-based information system for HR and internet based HR applications as these two are essentially doing similar jobs . Thus, et al.(2011) -based information systems and applications either stand alone or networked, for Consequently, for the purpose of this study the researcher assumes HRIS includes all different kind of information system (i.e. internet, intranet, enterprise resource planning) that are supporting the HRM process and policies (i.e .recruitment, training, compensation).

SIGNIFICANT OF HRM:

Almost all HR processes can be done by using HRIS on a daily basis which can benefit the organization in several ways et al., 2004). For instance, as an implication of HRIS the automation of tasks and process reduce the use of resources (financial, material and human). Reduction of HR costs; less usage of paper as well as to assist managers in HR process are some of the examples of reduction of resource usages. According to Hendrickson (2003) HRIS benefits an organization in their HR processes by increasing the efficiency and effectiveness and provides self-service HR (i.e. computer based training, online recruitment). In addition, HRIS produces data as a by- product and has frontend web applications which can transfer part of HR data management to employees and line-managers et al., 2011). Thus, employees can enter and update data by themselves which create more accuracy of data and saves time and costs. Other authors mentioned some important facts of HRIS are effective human resource decision making and (Sadri & Chatterjee, 2003), reducing process and administration cost, speeding up transaction processing, reduce information errors and improve the tracking and control of human resource actions (Lengnick-Hall & Moritz, 2003). in addition, Aggarwal and Kapoor (2012) mentioned that HRIS not only helps the management and HR department but also assists the employees in several ways. HRIS is able to increase the overall decision making efficiency for the management of an organization. It helps the HR department to possess of single data base of all employees in the company with all necessary information and opportunity of different reports plus, HRIS eliminates the paper forms that are much slower and has a higher likelihood of errors caused by human factor. For the employees, HRIS provides the likelihood of independent access to data, which often means working in one software window as well as keeps automatic tracking and reminder to business obligations and events. In some organizations it also lets the employees attend internal training courses via the web in order to develop their personal skills and knowledge. As a result, it encourages employees to make decisions and initiatives on the basis of in order obtained in the HRIS system.

HR SKILLs:

HR skill can be defined as any skill that is used to attract, hire, retain, and maintain human resources, support HR administration, and optimize HRM. This skill can used in dissimilar types of human resource information systems (HRIS) and by various stakeholders, such as managers, employees, and HR professionals. This skill can be accessed in diverse ways. There is no doubt that skill has made it easier and faster to gather, collate, and deliver information and communicate with employees. More importantly, it has the potential to reduce the managerial encumber on the HR department so it is better able to focus on more significant HR behavior, such as providing managers with the expertise they need to make more efficient HR related decisions. Research has indicated that companies who effectively use skill to run their HR functions will have a significant advantage more than those that do not.

OBJECTIVES OF STUDY:
✦ To offer an adequate, comprehensive and on -going information system concerning the people and job.

- ✦ To supply up to date information at level-headed cost
- ✦ To offer data security and personal privacy. Data security is technical problems that can be dealt with several ways, including passwords and elaqborate4 codes. In information age, personal privacy is both an ethical and ethical issue.

HR AND BUSINESS:

- ✦ Providing a all-inclusive information picture as a single, comprehensive database; this Enables organizations to provide structural connectivity across units and activities and Increase the swiftness of information transactions.
- ✦ Increasing competitiveness by improving HR operations and improving management processes and collecting fitting data and converting them to information and knowledge for improved timeliness and quality of pronouncement making.
- ✦ Producing a greater number and variety of accurate and real-time HR-related reports and Streamlining and enhancing the competence and effectiveness of HR administrative Functions
- ✦ Shifting the focus of HR from the processing of transactions to strategic HRM.
- ✦ Reengineering HR processes and functions and getting better employee satisfaction by delivering HR services more quickly and accurately to them

ROLE OF HR

1.Payroll and accounting
2.Healthcare
3.Legal
4.Employee development and regulation
5.HR blogs

STEPS OF HR ADVANCEMENT:
STEP1. BEGINNING OF IDEA

The first step of HRIS implementation is the inception of the idea. The need of the organization to have HRIS software must be realized and decided by the top management. It is an investment and management needs to keep it in mind.

STEP2. VIABILITY STUDY

- • Scope of the software
- • Future benefits after implementation
- • Potential software developer's assessment
- • Cost estimate
- • Value adding up to business
- • ROI calculation

STEP3. SELECTING A MISSION TEAM

Implementation of HRIS is a project as it requires ensuring budgeted cost, specific timeline with quality delivery. Successful implementation largely depends on capability and effort of project team. Project team members should be taken from both HR and IT. Involvement of senior managers is required to get the top management buy in on different issues. "Experts recommend that HR and IT representatives share leadership of the project team. If at all possible, project team leaders should be dedicated to conversion full time. "Having a dedicated team means [the implementation] will go faster," says Gretchen Alarcon, vice president of human capital management product strategy for the Redwood Shores, Calif.-based HRIS software firm Oracle"

STEP4. IMPORTANT THE REQUIREMENTS

At this stage the scope needs to be defined. It will not be a detailed requirement specification but at least the processes that will be incorporated in the software. Some organization may want to develop the payroll module while others may want more modules to be developed. It all depends on the affordability and plan of the concerned organization. But it is an essential step before communicating with the vendor or software developers. Otherwise it will create complexity during discussion and negotiation with the software developers. At this stage the company HR policies and processes must be analyzed and defined rigorously. If there is any ambiguity in process, difficulty may arise to incorporate it in the software.

STEP5. SALESPERSON ANALYSIS

Selecting the right software developer is another challenge. The capability, track record and good will of the developers must be taken into consideration. The requirement of the organization must be shared with the developers clearly without ambiguity. The existing processes can be clarified with them, if required. After getting clear understanding about the requirement they will come up with their offer that includes cost and specific timeline for project completion. The software requirement specification needs to be documented to avoid ambiguity in future.

STEP6. PACKAGE CONTRACT CONCILIATION

After getting the final offer from the vendors, the decision of work order will be finalized based on cost and quality actors. Then the contract will be signed with the software developers. The development work will start then. But the company needs to monitor the development work time to time to ensure on time quality delivery of the project.

STEP7. PREPARATION

Training usually begins as soon as possible after the contract has been signed. First, the members of the project team are trained to use the Human Resource Information System. Toward the end of the implementation, the human resource representation will train managers from other departments in how to submit information to the HRIS and how to request information from it.

STEP8. TAILORING THE SYSTEM

After finalizing the system requirement specification, the design of the software will be initiated. The design should be shared with the company to identify improvement areas.

STEP9. COLLECT DATA

At this stage required data to enter in the software will be collected. A team of HR needs to be deployed to collect data for the software. Data validation is also required. This is a very critical part of the project.

STEP10. DIFFICULT THE SYSTEM

Once the system is developed with data the testing is required. Some organizations call it User Acceptance Test. At this stage the users use it and try to check if there is any gap between requirement and the delivery of the software. If the test is okay then the final delivery is given to the company.

BENEFITS OF HRM:

1.Faster communication between line manager and individual. The HR related transaction between line manger and individual became faster that resulted in time saving for more value added and strategic works.

2. HR communication became faster. Employees were a click away from HR.

3. Easy storage, retrieval & reporting of information. Information became readily available in the software. More analysis was possible within a short time. After launching of the software analysis became very easy despite scattered location and employee across the country. Date accuracy was ensured.

4.It saved cost in terms of paper usage. The overall HR department's efficiency improved due to inception of this HRIS software. The organization conducted several surveys without usage of a single sheet of paper.

5. Many HR services were made automated. As a result HR services shifted from a bureaucratic system to a self service system with minimum manual work. The HR processes got faster, more accurate and more efficient than before. It made possible the maximum output with minimum input.

CONCLUSION

Innovation is one of the most important factor which gives rise to increase business opportunities for developing entrepreneurs to make them succeed in their business. For implementing Human Resource practices effectively HRIS is a one of the effective innovative tool in entrepreneurs are having which enables entrepreneurs to manage workforce and other essential HR process efficiently.

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