

Hris – An Effective Tool for Better Job Satisfaction

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Abstract- *Human Resource Information system can be defined as integrated systems, used to gather, store and analyse information regarding an organisations' human resource. This paper includes the uses of technology in human resource department/management and its impact. This study deals with the components of HRIS. The result of the study focuses on the effective application of HRIS for better job satisfaction. This study concludes that there is significant relation between sub system of HRIS and job satisfaction.*

Indexed Terms- *ESS and Mss, Human Resource Information system, Job satisfaction, Virtual Recruitment.*

I. INTRODUCTION

HRIS is a software or online solution for the data entry, data tracking and data information needs of the human resources, payroll, and management and accounting functions within a business. It is useful for all processes that an employee can track and gather useful and purposeful data. Human resource utilizes technology to evaluate its own effectiveness and how human resource decides to leverage emerging technologies to drive productivity and the management of human capital. The HR function with newly developed strategic focus, is expected to demonstrate a measurable impact on business. Human resource is transforming data into insights and the ability to provide quality data that will transcend the need for information. HRIS focus key decision makers on relevant information that is meaningful to the business. The following components of HRIS are discussed in this paper.

1. Employee administration
2. Virtual recruitment
3. Training and development
4. Performance management
5. ESS and MSS
6. Time and attendance

7. Compensation and benefits

II. RESEARCH OBJECTIVES

The study aims to understand the various components of Human Resource Information System in connection with employee's job satisfaction.

H1: HRIS improves the effective communication in the organization

H2: HRIS increases the satisfactory level of employees

III. RESEARCH METHODS

Primary data was collected from questionnaire and interview method. Questionnaire were distributed among 250 respondents. Tools used in this study is percentage analysis and likert scale.

IV. REVIEW OF LITERATURE

Ulrich, D., Younger, J and Brockbank, W. (2008) 98 had argued that the beginning of the 21st century, the goal of HR is creating value for stockholders such as employees have right set of competencies: confidence in the organisation's ability to deliver on its social responsibilities additionally; its functions are measuring its impact on productivity, data mining and making decisions about talent. During this period, HR is moving to talent management and recruiting, maintaining talented people personal data and information on a personal network through wireless.

According to Florkowski, G. Olivas -, Lujan, M.R. (2006) most companies used one of the following E-HRM technologies. HR Functional applications, integrated HR suite applications, interactive voice responses (IVR). HR intranet applications, Employees Self Service (ESS) and Manager Self Service (MSS) portals, HR extranet applications or HR Portals.

Perry and Tyson (2011) 102 studied a case study on E-HRM qualitative aspects based on interviews with senior HR practitioners and HR users of E-HRM, as well as managers and employees. 70 interviews and five focus groups were undertaken by researcher. He traced out goals and achievements of E-HRM goals as well as factors affecting the realization of E-HRM goals.

V. LIMITATION OF THE STUDY

- Only 250 respondents were taken for this study
- There are many factors which will affect the satisfactory level of employees. Only selected factors are taken for the study.

VI. COMPONENTS OF HRIS

1. Employee administration

A basic component of an HRIS system is its administrative function. The typical information in an HRIS system for each employee would include hire date, name, address, telephone, e-mail address, birth date, sex, salary, emergency contact information, department code, location, employment status (full-time, part-time, or contract), the start date of each position held, position titles, and benefit information.

2. Virtual recruitment

It is aided by e-recruitment web portal where employers post positions and qualifications needed for a specific job. Then the job seeker will select their field of expertise and apply for that particular position online. Many people have been recruited through social networks.

3. Training and Development

Training will be given to employees with the help of technology. Technology will allow the team to access required documents due to de-centralized computer data base. This saves time and makes the process easier.

4. Performance Management

With the help of tools like CPM (Computerised Performance Monitoring) the HR Manager can monitor the performance of employees. The manager can assess the work done by each employee on a given

period and the flow of information about employee performance in the organization.

5. ESS and MSS

The two most popular Web-based HR applications used today are self-service for employees and self-service for managers. Employee self-service (ESS) systems enable employees to access and manage their personal information directly, without having to go through their HR departments or their managers. ESS systems are set up so that employees can sign onto their company system via the Internet and be immediately authenticated and verified.

Management self-service (MSS) systems differ from ESS systems in that they allow managers to access a range of information not only about themselves but also about the employees who report to them. MSS systems also give managers the opportunity to process HR-related paperwork that pertains to their staff. Managers view résumés that are on file, view merit reviews, submit job requisitions, view employee salaries, and keep track of employee performance and training histories.

6. Time and Attendance

This subsystem includes the information necessary to calculate vacation time, such as hire date, any leaves of absences (paid or unpaid), termination date if applicable, and any other events that interrupted service.

7. compensation and benefits administration

Information regarding the company's compensation and benefit plans and the policies relating to these plans are found in this subsystem. For example, policies on the type of increment allowable when an employee receives a promotion, data regarding pay grades and ranges for each position, positions that are entitled to a bonus, and bonus structure could be included. In addition, information regarding the type of benefit plans, whether there is a cost-sharing arrangement, and what that arrangement would be if an employee took an unpaid leave would also be available in this subsystem.



Table: 1 LEVEL OF SATISFACTION OF SENIOR HR EXECUTIVES & EMPLOYEES

Components of HRIS	Highly satisfied	satisfied	neutral	dissatisfied	Highly dissatisfied
Employee administration	82	96	32	23	17
Virtual recruitment	121	84	13	18	14
Training and development	24	75	39	64	48
Performance management	63	84	17	44	42
ESS and MSS	102	79	28	37	4
Time and attendance	87	76	9	47	31
Compensation and benefits	82	73	48	33	15

Table: 1 reveals that out of 250 respondents 82 of the respondents are highly satisfied with employee administration and 96 are satisfied with employee administration.

121 of the respondents are highly satisfied with the process of Virtual recruitment and 84 are satisfied with the process of Virtual recruitment.

24 of the respondents are highly satisfied with the sub system of HRIS- training and development and 75 are satisfied.

63 of the respondents are highly satisfied with the Performance management and 84 are satisfied with the Performance management.

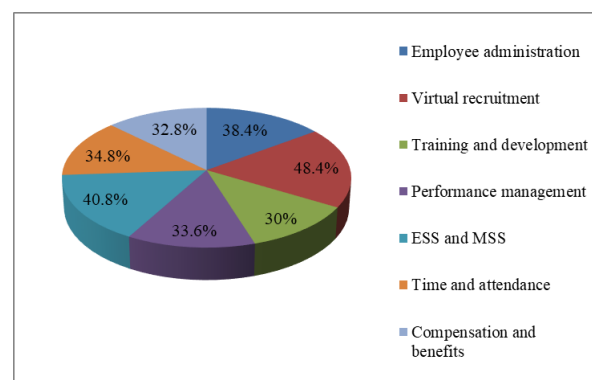
102 of the respondents are highly satisfied with ESS and MSS and 79 are satisfied with ESS and MSS

87 of the respondents are highly satisfied with Time and attendance System and 76 are satisfied.

82 of the respondents are highly satisfied with HRIS - Compensation and benefit and 73 are satisfied with this sub system.

TABLE: 2 PERCENTAGE DISTRIBUTION OF THE SATISFIED EMPLOYEES WITH VARIOUS COMPONENTS OF HRIS

Sub system	No. of satisfied employees	Percentage
Employee administration	96	38.4
Virtual recruitment	121	48.4
Training and development	75	30
Performance management	84	33.6
ESS and MSS	102	40.8
Time and attendance	87	34.8
Compensation and benefits	82	32.8



The above figure reveals that 38.4% of the employees are satisfied with employee administration of HRIS, 48.4% with virtual recruitment, 30% with training and

development, 33.6% with performance management, 40.8% with ESS & MSS, 34.8% with time and attendance, 32.8% with compensation and benefits.

VII. CONCLUSION

The study reveals that the HRIS has an effective role in the smooth functioning of an organization. It improves the satisfactory level of employees. There is a chance of misuse of personal details of employees while implementing ESS. HR technology is increasingly being used by small, medium, and large employers to meet the needs of its stakeholders.

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