

Human Resource Information System: A Case Study of Polyhydron Group Company

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Abstract

Human Resource Information Systems can have a huge impact on an organization's HR capability. Human resource management (HRM) must be comprehensive, high-quality, quick and adaptable. HRIS is a human resource information system that allows access to workers' data. In the information age, we live, work, and play. HR can rely on an efficient and effective HRIS to remain at the forefront of its efforts to provide more efficient and smooth services. The main takeaway from this paper is that using a computerized HRIS is better than using a manual one because it allows for faster, more accurate data maintenance. As a crucial part of the organization, HRIS efforts will provide important information about HR needs and capabilities, which will help the management team establish the organization's mission and set goals and objectives. HRIS isn't confined to the PC equipment and programming applications that include the specialized piece of the framework; It also includes the personnel, procedures, data, and policies necessary to manage the HR function.

Keywords: Human Resource Information Systems, HR Functions, ERP, SWOT

Introduction

"A human resource information system (HRIS) is programming containing an information base that permits the entering, stockpiling and control of information with respect to representatives of an organization. It takes into account worldwide perception and access of significant workers' data".

Some notable instances of the utilization of data innovation for upper hand include frameworks that connect an association to providers, appropriation channels, or clients. As a general rule, these frameworks use data or handling capacities in a single association to work on the presentation of another or to further develop connections among associations. Many new ways to use information to create value have emerged as a result of rising competition and falling information capture and use costs. The concepts do not constitute a method that will invariably result in a competitive advantage. However, they have been useful when combined with an understanding of the competitive dynamics of specific industries and the power of information. The economic environment's numerous and extensive social and organizational changes As a result, human resource management (HRM) must be comprehensive, high-quality, quick, adaptable, and in line with upcoming trends in order for a business to be successful. Utilization of ICT (data and correspondence innovation) turns into a basic for HRM, as well as different exercises in the organization.

In HR departments, Enterprise Resource Planning (ERP) is utilized extensively. For instance, the company can monitor the life cycle of an employment or the engagement of new employees. Due to the fact that employees' employment begins and ends within a single company's organizational structure, these changes can be considered transactional data. Because of this, HRM's data is ideal for traditional ERP infrastructure, and ERP systems have provided it with the necessary support.

History:

In 1974, the "POLYHYDRON GROUP" launched their first business making Hydraulic Tube Fittings and Accessories. This organization fabricates items were Siphons, Valves and Manifolds in 1981-82 and Power Packs in 1986-87. The previously mentioned three classes of items are made in three separate organizations as recorded beneath. 1) **Polyhydron Pvt. Ltd.**, 2) **Hyloc Hydrotechnic Pvt. Ltd.**, 3) **Polyhydron Systems Pvt. Ltd.**, etc.

SWOT Analysis of PPL's**Strengths**

- The organization maintains a high level of trust.
- The administration has no particular disposition.
- A solid reputation and name.
- PPL's single-shift system is superior to that of other organizations.
- Employees and management have good relationships.
- The organization is expanding rapidly.
- Staff with expertise, expertise, and experience
- Products are made to the specifications, quality, and dependability of the customer.
- Committed and sure administration.

Weaknesses

- Ought to give bottle office.
- There are no cultural events.
- There are few workers with the right skills.

Opportunities

- PPL as of now has three units so its having more prominent degree for development.
- Make an effort to enter the international market.

Threats

- New domestic rivals that produce individual products that are comparable.

Human Resources Information System(HRIS) :

A type of HR software known as a human resources information system (HRIS) combines a number of systems and procedures to make it simple to manage human resources, business processes, and data. HR programming is utilized by organizations to consolidate various essential HR capabilities, for example, putting away worker information, overseeing payrolls, enlistment processes, benefits organization, and monitoring participation records. It combines the field of information technology with the field of human resources, particularly its fundamental HR activities and processes, while the programming of data processing systems evolved into standardized routines and packages of enterprise resource planning (ERP) software. It ensures that everyday human resources processes are manageable and simple to access. In general, software that combines data from various applications into a single, unified database is the source of these ERP systems. This software application is both rigid and flexible due to the fact that its financial and human resource modules are linked through a single database, which sets it apart from its individually and proprietarily developed predecessors.

The wave of technological advancement has revolutionized every aspect of life today, and HR in its entirety was not left behind. Human resource information systems (HRIS) enable improvement in traditional processes and enhance strategic decision-making. HRIS provide a means of acquiring, storing, analyzing, and distributing information to various stakeholders. The early systems were usually focused on a single task, like making the payroll process easier or keeping track of how many hours an employee worked. Systems of today simplify all kinds of financial transactions, track and improve process efficiency, manage organizational hierarchy, and cover the entire range of tasks associated with human

resources departments. To put it succinctly, HR technology systems developed to meet the increasing complexity of human resources departments' roles.

Functions of HRIS:

Human resource departments serve an administrative role that is common to all businesses. There may be formal selection, evaluation, and payment procedures in place at organizations. The process of managing "human capital" is becoming increasingly complicated and essential. The HR function involves keeping track of existing employee data, which typically includes salary information, personal history, skills, abilities, and accomplishments. Organizations have begun using specialized human resource management systems to automate many of these processes electronically in order to reduce the amount of manual labour required for these administrative tasks. HR officials depend on inside or outer IT experts to create and keep an incorporated HRMS. Many HR automation processes were implemented on mainframe computers that were capable of handling large amounts of data transactions prior to the development of client-server architecture in the latter part of the 1980s. These inside-created HRMS were restricted to capital-concentrated associations, because of the great capital speculation expected to buy or program sequential programming. Higher levels of administrative control were made possible by the development of client-server, application service provider, and software-as-a-service (SaaS) human resource management systems.

Components of HRIS:

Chart No.1



Importance of HRIS

Associations should track down approaches to productively deal with their inward cycles while keeping up with the trustworthiness of each training. In HR, it incorporates the numerous exchanges that influence individuals, including the advantages they get and how they are treated by the association. Many businesses find that using human resource information systems to keep track of their employees' activities is both efficient and effective. For the proprietor, it is typically a question of which framework is the least expensive and best fits the necessities of the association. The need for manpower, resources, compliance, training, and other requirements are all areas in which HRIS plays an important role.

The role of HRIS:

The role of HRIS data is to help managers keep, hire, use, and evaluate human resources in their organizations. Since it upholds the association's objectives and goals, data frameworks assume a fundamental part in human asset arranging and the board. Key operational programs for personnel administration, such as employee record keeping, budget control, compensation, benefits management, and government reporting, will be provided by these systems. A HRIS is the reconciliation of programming, equipment, support capabilities, and framework approaches and systems into a mechanized cycle intended to help the vital and functional exercises of human asset divisions and chiefs all through an association.

For the purposes of transaction processing, reporting, and tracking, the systems of an HRIS database monitor a list of individuals, job skills, and positions. A well-designed HRIS will be an essential management tool for coordinating the objectives of the human resources department with those of long-term planning.

Key Features of HRIS

Designing the HRIS:

The link that connects all of an organization's decision-making centers is the human resource information system. The process of creating an HRIS ought to be well-planned. The four steps should make up HRIS. 1) Planning of system, 2) Organising flow of information, 3) Implementation if HRIS, 4) Feedback etc.

Review of Literature:

Kavanagh and others (1990) introduced their idea of advancement of HRIS. He discusses how the development of HRIS has been influenced by the historical HR era, which spans the years prior to World War II through the 1980s. There are a variety of expectations regarding how an organization's HR activities and business planning should have been affected by HRIS. If an organization had technology and information systems to help with HR tasks, it was considered efficient.

Tevavichulada (1997) in his examination talked about that at first HRIS was only an overseer of workers as it stores and directs information of line division yet presently HRIS isn't simply restricted to putting away yet it likewise incorporate labor arranging, labor interest and supply determining, expected set of responsibilities for the two positions and candidates, enlistment and choice, preparing and improvement, discussion and complaint the executives and so on.

Kevin and al. (2002) has emphasized the various administrative benefits of HRIS, such as employee self-service, interactive voice response, and information gathering, processing, and sharing, in his research paper.

Newell, and al. (2007) found that project team trust and social capital development were influenced by project leadership knowledge and behavior, and that this knowledge should be exploited in the global HR information system. To build trust within the project team, project leaders apply this knowledge in three ways—external leadership, internal leadership, and hybrid leadership—that are essential for the development and exploitation of social capital.

Tripathy et. al. (2009) broke down the HRIS of NALCO in his review. The author demonstrates that while NALCO's current HRIS has improved HR functions' overall speed and proficiency, it still requires reengineering. According to the study, HRIS is used for administrative purposes rather than analytical ones. To acquire cost adequacy in-house advancement of HRIS is chosen yet it was extremely tedious cycle. Notwithstanding this there are a few different downsides that must be overcome to make the HRIS of NALCO more capable.

Bhavsar (2011) in his examination talk about different benefits, applications and significance of HRIS. He emphasized that "today's HRIS has got the potential to be an enterprise-wide decision support system that helps achieve both operational and strategic objectives."

Kirstie S. Ball (2001), the vast amount of information system-related literature, including its implementation, use, and impact, demonstrates that it is a healthy research area, but its implementation with human resources is a deserted. The initial purpose of personnel systems was to store the reports and records associated with personnel administration. However, as time went on, demand for efficiency increased, and computer-based HRIS were developed.

Singh, and al. (2011) in his exploration figure out that HRIS has wide extension in banks in emerging nations. Personnel administration, salary administration, leave/absence recording, skill inventory, training and development, HR planning, recruitment, career planning, and negotiations, among other applications, are all made possible by the HRIS system.

Shiri (2012), the HRIS system can produce results faster and more effectively than paper-based methods. HRIS can follow any sort of information and bring generally improvement in HR capabilities as well as all organization work. The HRIS system identifies improvement opportunities and supports HR practices with organizational strategies.

In his research paper on HRIS design, **Shaikh (2012)** created three models: the basic HRIS design model, the HRIS hexagonal model, and the HRIS phase's model. The author emphasized the payback of HRIS engineering and implementation for businesses of all sizes and types; as beneficial key HR and related marketable strategies and choice, to estimate and to control HR process inside and beyond business association utilizing HR-data sets or HR-Information base's, which incorporates data connected with human asset kept up with and handled by HRIS.

Gulati (2012) in their exploration paper have pushed upon Effect of HRIS on Human Asset Arranging and the benefits of HRIS with extraordinary reference of IT organizations.

Kundu (2012) research, the most common applications for HRIS are payroll and employee record keeping. "Performance and reward management" and "technical and strategic HRM" are the most significant applications of HRIS. Even though the most widely used HRIS applications—employee record and pay roll—are still in operation, the use of HRIS in more complex activities and decision-making is on the rise.

Objectives of the Study:

- To Study how Human resource information system is managed in Polyhdron pvt Ltd.
- To know the H.R practices & polices in the company.
- To provide a system that enhances communication and workflow between users and reduces duplication of tasks.
- To know about how computerized HRIS is more effective than manual system.

Statement of the Study:

The HR functions of a business rely heavily on HR information systems. In the information age, we all live, work, and play together. Human resource planning (HRP), which is a very important part of the business, is a big part of HRIS. On the off chance that there is inadequate HRP in the association, it can cause extremely hazardous circumstances for the association. HRIS assumes a vital part in the legitimate preparation of HR. When storing a lot of data, HRIS is very helpful. Hence present review is led to figure out the commitment of HRIS in different HR capabilities.

Scope of the Study:

Through HR software, the term "Human Resource Information System" (HRIS) was born as a result of the convergence of information technology and human resources. A human resource information system, or HRIS, is a piece of software with only the features necessary to sort, assist, and align human resource professionals' data resources.

As a result, a human resource information system can be seen as a comprehensive tool that can be used by both large and small businesses to streamline various departmental activities, such as employee payroll, accounting, and human resource management. As a result, the company can benefit from solutions that are both high-quality and cost-effective thanks to the HRI system.

Research Design:

Sources of data

Primary Data Source:

Interviews with HR professionals, HR managers, HRIS officers, and software developers from various local and international organizations provided the primary data. They have given a ton of experiences and data in regards to HRIS

Secondary Data Source:

Auxiliary information has been gathered from various books, diaries, and articles on HRIS.

Sample Size:

The company has provided the data over the past five years.

Method of sampling:

The data are sorted alphabetically, numerically, and chronologically in the systematic sampling method used in the study.

Limitations of the Study:

1) Human error during data entry 2) Expensive technology for system updates 3) Unauthorized access 4) Expertise

Data Analysis :

A Verity Of Training And Development Program are Offered To Improve Skills :

Table No.1: T and D improve skills		
	Frequency	Percent
1= Agree	21	35.0
2= Strongly agree	34	56.7
3= Disagree	1	1.7
Valid 5= Neither agree nor disagree	4	6.7
Total	60	100.0
Source: Primary Survey Data.		

According to the table above, 35 percent of employees surveyed agreed, 56.67 percent strongly agreed, 1.7 percent disagreed, and 6.67 percent had no opinion about the training and development program offered by the company to improve employees' skills.

Performance is Regularly Tracked and Measured

Table No.2: Performance measured		
	Frequency	Percent
1= Agree	31	51.7
2= Strongly agree	16	26.7
3= Disagree	8	13.7
Valid 5= Neither agree nor disagree	5	8.3
Total	60	100.0
Source: Primary Survey Data.		

According to the table above, 51.7 percent of employees approve of performance being regularly tracked and measured, 26.67 percent strongly agree, 13.33 percent disagree, and 08.33 percent have no opinion.

Performance Goals are Behavioral Result Oriented and Achievable

Table No.3: Performance goal		
	Frequency	Percent
1= Agree	20	33.3
2= Strongly agree	20	33.3
3= Disagree	7	11.7
Valid4= Strongly disagree	4	6.7
5= Neither agree nor disagree	9	15.0
Total	60	100.0
Source: Primary Survey Data.		

According to the aforementioned table, sixty respondents' performance goals are behaviorally result-oriented and organization-achievable. Employees are in agreement with 33.33 percent, strongly agree with 33.33 percent, disagree with 11.7%, strongly disagree with 6.67 percent, and neutral with 15%.

Performance Measurement is Used as Criteria for Promotions.

Table No.4 : Criteria for Promotion		
	Frequency	Percent
1= Agree	25	41.7
2= Strongly agree	10	16.7
3= Disagree	7	11.7
Valid 5= Neither agree nor disagree	18	30.0
Total	60	100.0
Source: Primary Survey Data.		

According to the aforementioned table, sixty respondents use performance measurement as a promotion criterion, which is beneficial to the organization. The majority of employees, 41.7%, are in agreement, 16.7% strongly agree, 11.7% disagree, and 30.00% have no opinion.

Their Problems Raised in Implementation the System In Your Organization

Table No.5: System problem raised		
	Frequency	Percent
1= Agree	32	53.3
2= Strongly agree	26	43.3
5= Neither agree nor disagree	8	3.3
Total	60	100.0
Source: Primary Survey Data.		

The aforementioned table reveals that out of sixty respondents, the majority of employees, or 53.33 percent, are in agreement with the issues raised regarding the organization's implementation of the information system—43.33 percent strongly agree, and 03.30 percent have no opinion.

Practices Equipment Works Properly

Table No.6: Equipment work property		
	Frequency	Percent
1= Agree	26	43.3
2= Strongly agree	23	38.3
3= Disagree	3	5.0
Valid 5= Neither agree nor disagree	8	13.3
Total	60	100.0
Source: Primary Survey Data.		

From the above table, it shows that 43.33% of workers concur for hardware works appropriately in the association. 38.33% of employees strongly agree, 5% disagree, and 13.33% have an opinion.

Benefits of The System For Employee Record Followed By Payroll

Table No.7: Payroll record		
	Frequency	Percent
1= Attendance Monitoring	28	46.7
2= Salary summary	9	15.0
Valid 3= pay slip for the month	21	35.0
4= Bones slip	2	3.3
Total	60	100.0
Source: Primary Survey Data.		

From the above table, it explains that out of sixty respondents, 28% of workers use participation checking, 9% are sue in compensation synopsis, 21% of representatives use in pay slips for the month, and 2% of workers use in bones slips.

Workers Salary Is Fair, Equitable and Competitive

Table No.8: Salary is fair		
	Frequency	Percent
1= Agree	30	50.0
2= Strongly agree	14	23.3
Valid 3= neither agree nor disagree	16	26.7
Total	60	100.0
Source: Primary Survey Data.		

The aforementioned table reveals that out of sixty respondents, the majority (50 percent), 23.33 percent strongly agree, and 26.7% are neutral regarding whether the organization's salary is fair, equitable, and competitive.

High degree of technical knowledge from your job

Table No.9 : Require a tech knowledge		
	Frequency	Percent
1= Agree	31	51.7
2= Strongly agree	22	36.7
3= Disagree	2	3.3
Valid 4= Strongly disagree	1	1.7
5= Neither agree nor disagree	4	6.7
Total	60	100.0
Source: Primary Survey Data.		

From the above table, it shows that out of sixty respondents, 51.7% of representative concur those requires a serious level of specialized information for work in association., 36.7%, emphatically concurs, 3.33% of worker deviated, 1.7% of representative unequivocally dissent, 6.7% of representative no assessment.

Employees Opinion About HRIS Module in Organization.

Table No.10 : Opinion HRIS Module		
	Frequency	Percent
1= Good	25	41.7
3= positive	26	43.3
Valid 5= no opinion	9	15.0
Total	60	100.0
Source: Primary Survey Data.		

The aforementioned table reveals that, out of sixty respondents, 41.7% have a favorable opinion of an organization's HRIS module's performance system, or 43.33 percent. 15% of workers have no opinion.

Table No.11 : Factor Analysis of Communalities		
Particulars	Initial	Extraction
Skills matches	1.000	.725
Need of material	1.000	.639
Safety programs	1.000	.708
T & D improve skills	1.000	.823
Training process	1.000	.788
Performance measured	1.000	.660
Performance goals	1.000	.684
Criteria for promotion	1.000	.735
System problems raised	1.000	.520
Equipment work properly	1.000	.839
Payroll record	1.000	.648
Salary is fair	1.000	.759
Percentage time & work	1.000	.654

Require a tech knowledge	1.000	.570
Opinion HRIS module	1.000	.771
Extraction Method: Principal Component Analysis. Source: Primary Survey Data.		

The aforementioned table reveals that, out of sixty respondents, 41.7% have a favorable opinion of an organization's HRIS module's performance system, or 43.33 percent. 15% of workers have no opinion.

Findings of the Study:

The significant difficulties looked by HR administrators in the enlistment of faculty are Flexibility to globalization, Absence of inspiration, Cycle examination and Key prioritization. It is found that the most recent enrolment patterns in the association are re-evaluating of the enlistment process, poaching/striking and e-enrolment. It is found that the association has favoured both inside and outside hotspots for enlisting the contender for the gig. Press advertisements, educational institutions, placement agencies, outsourcing, employee referrals, walk-ins, and recruitment are the organization's primary external and internal sources of recruitment. The cross-case analysis reveals that the organization has employee referral programs and offers appropriate rewards for the best recruited. It observed that the association is following the normal arrangement for their choice interaction. Screening Interview, Application Blank, Selection Test, Selection Interview, Referral Check, and Hiring Decision are the primary stages of the IT company selection process.

Conclusion:

The association ought to liven up the pragmatic and current data framework in the association. Likewise, enrol workers as per their abilities, experience and extra abilities. Human resource information systems can have a huge impact on an organization's HR capability. In the information age, we live, work, and play. HR can rely on an efficient and effective HRIS to remain at the forefront of its efforts to provide more efficient and smooth services. The main takeaway from this paper is that using a computerized HRIS is better than using a manual one because it allows for faster, more accurate data maintenance. As a crucial part of the organization, HRIS efforts will provide important information about HR needs and capabilities, which will help the management team establish the organization's mission and set goals and objectives. HRIS isn't confined to the PC equipment and programming applications that include the specialized piece of the framework; It also includes the personnel, procedures, data, and policies necessary to manage the HR function.

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