SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107
An Autonomous Institution
Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA202 – HUMAN RESOURCE MANAGEMENT

I YEAR /II SEMESTER

Unit 5 – PERFORMANCE EVALUATION AND CONTROL PROCESS

Topic 3: Human Resource Information System

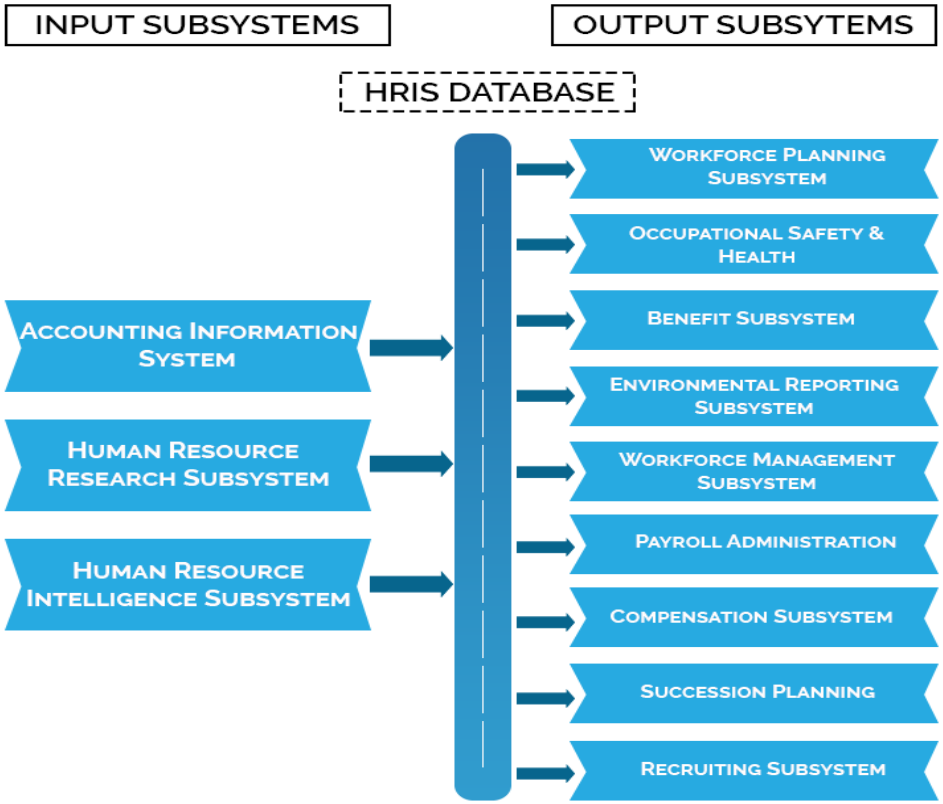
HUMAN RESOURCE INFORMATION SYSTEM

The **Human Resource Information System** is a **system** used to collect and store data on an organization's employees, like their name, address, age, salary, benefits, time and attendance, performance reviews, and more. This data is valuable input for data-driven decision-making in HR.

What is HRIS?
Benefit Management
Demographics & Compensation
Time & Attendance
Applicant Tracking
Performance Management
Workflows & Communication
Reporting
Employee Portal
2

HRIS FUNCTIONS
HRIS
Performance Evaluation
Training and Development
Recruitment
Compensation & Benefits
Personal Self Service
People Administration
Payroll
Leave & Absence

HRIS MODEL


INPUT SUBSYSTEMS
OUTPUT SUBSYTEMS
HRIS DATABASE
Accounting Information System
Human Resource Research Subsystem
Human Resource Intelligence Subsystem
Workforce Planning Subsystem
Occupational Safety & Health
Benefit Subsystem
Environmental Reporting Subsystem
Workforce Management Subsystem
Payroll Administration
Compensation Subsystem
Succession Planning
Recruiting Subsystem

BENEFITS OF HRIS

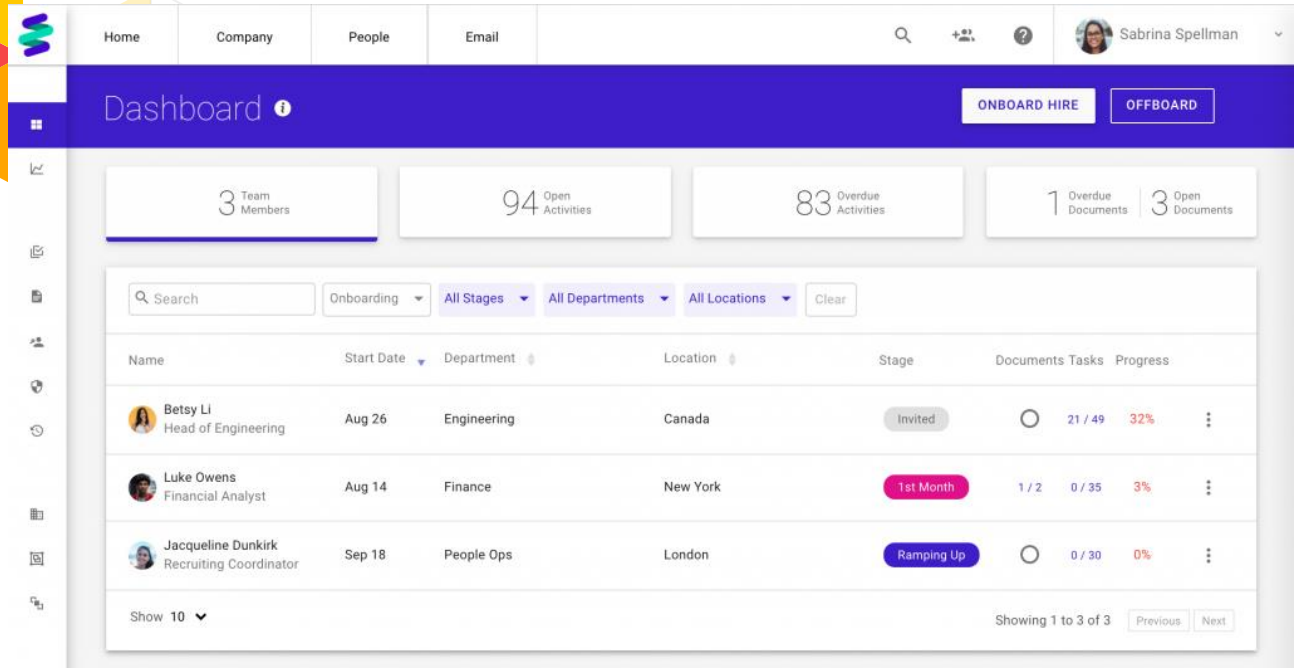
- Higher speed of retrieval and processing of data
- Reduction in duplication of efforts leading to reduced cost
- Ease in classifying and reclassifying data
- Better analysis leading to more effective decision making
- Higher accuracy of information/report generated
- Fast response to answer queries
- Improved quality of reports
- Better work culture
- Establishing of streamlined and systematic procedures
- More transparency in the system

HRIS TOOLS

Top 10 Best Online HRIS Tools

- Uzio
- Sapling
- EnterpriseAxis
- HRM Labs
- CommonOffice HRIS
- Hr.my
- Bridge
- Homebase
- BuiltForTeams
- OptimumHRIS

Sapling – Best HRIS for a distributed workforce



RECAP

QUESTIONS???

THANK YOU