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 : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit II – EHRM

Topic 7: Development & Implementation of HRIS

HUMAN RESOURCE INFORMATION SYSTEM(HRIS)

- ◄ A Human Resource Information System is an integrated system providing information used by HR Management in decision making

- ◄ It allows a company to keep track of all of its employees and information about them. It is usually done in a database or more often in a series of inter-related databases.

NEED OF HRIS

➢ Maintenance of Manual Record is difficult

➢ Clerical work involve is quite labour intensive and
   costly

➢ Prone to errors

➢ Disorganised arrangements of information

➢ Manual analysis of data is time consuming

OBJECTIVES

Improve the capability of HRM

◂ Guarantee proficient storage collection and distribution of information

◂ To form an information hub of HR

◂ To create an integrated system

◂ To assist in prompt dissemination of information

◂ To facilitate effective time utilization

◂ To reduce the cost and wastage

◂ To facilitate future planning and formulation of policies

◂ To help in evaluation and regulations of HR supply

◂ To give useful insight on strategic decisions taken

HUMAN RESOURCE INFORMATION SYSTEM

COMPONENTS OF HRIS

◂ Input

◂ Transformation

◂ Output

DEVELOPMENT AND IMPLEMENTATION OF HRIS

- Inception of data
- Feasibility study
- Defining the statement of requirements
- Vendor Analysis
- Package contract negotiation
- Training
- Tailoring the system
- Collecting the data
- Testing the system
- Starting up
- Running in parallel
- Maintenance & Evaluation

IMPORTANCE OF HRIS

◄Using Human Resources properly

◄Managing Ample Data

◄Minimising Labour Cost

◄Speedy and Effective HR Decisions

◄Improved Monitoring and Control over HRs.

◄Optimum confidentiality and security

◄Anytime, anywhere access

◄Better focus on strategic activities by managers

LIMITATIONS OF HRIS

◄ Needs huge investments

◄ Unsuitable for the computer illiterates

◄ Depends on Intelligence of Humans

◄ Requires Online Update

RECAP

QUESTIONS???

THANK YOU