# 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 8 – Designing HR Portals

# HR PORTALS

◂A human resource portal is a set of applications that provides users with a single gateway to customised and personalised information.

◂Web based HR self service involves the use of interactive technology.

# TECHNOLOGIES – HR PORTAL

◄ Work flow

◄ Manager self service

◄ Employee self service

◄ Interactive Voice Response (IVR)

◄ HR Service Centres

◄ HRIS- Human Resource Information Systems and Database

◄ Standalone HR systems

◄ Data Marts and Data Warehouse

# FACTORS INFLUENCING HR PORTALS

◂Individual factors

◂HR Portal related factors

◂Organisational factors

# DESIGNING HR PORTALS

Generate Ideas and Information for HR Portals

Determine HR Transition

Design an Interface

Select Appropriate Technical Infrastructure

Review Schedule

# BENEFITS OF HR PORTALS

◂ Reduce cost

◂ Increases Return on Investment

◂ Maintains database of employees

◂ Locates employees and clients

◂ Offers opportunity for e-Learning

◂ Managing career of employees

◂ Help in Protean career of employees

**RECAP**

**QUESTIONS???**

**THANK YOU**