

Review Article

Human Resource Management System

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Received Date: 14 June 2020

Revised Date: 24 July 2020

Accepted Date: 28 July 2020

Abstract - A human Resource Management System refers to the systems and processes at the intersection between human resource management and knowledge technology. It merges as a discipline and especially its basic hour activities and processes with the information technology field, whereas the programming of data method systems evolved into standardized routines and packages of enterprise resources arising with the package. The foremost objective of this project is to explain the application, functions, and importance of HRMS systems in the day-to-day routine of any organization. This thorough purpose research is carried out using research methodologies and questionnaires to analyze the need for HRMS in an organization to achieve its goals and objectives

Keywords – HRMS, Recruitments, Research methodology, Data Analysis.

I. INTRODUCTION

“Human resources” may be a term accustomed to describe the folk's World Health Organization comprise the hands of a company. It conjointly describes force capability obtainable to devote to the accomplishment of its methods has drawn upon ideas developed in structure psychological science. Why is the HR Process important?

Human Resource is the foundation of each organization as it helps in developing a company's strategy and employee-related functions. They play a key role in developing, reinforcing, and changing the culture of an organization. It also implements and takes care of policies between employees and top management. They help in proving better resources to employees and every single department of the organization to strive better and achieve success.

There are certain important functions of HR processes; they are

Following are ranges of HR:

- Recruitments, Selection, outsourcing
- Organizational design and development
- Training and Development
- Workforce Analysis
- Payroll
- Performance Appraisal

- Employee and Employer relations
- Administration

II. HUMAN RESOURCE MANAGEMENT SYSTEM

A. Definition

Human Resources Management Systems or HRMS is a process of Human Resource management in combination with Information technology, which means the process of HR management with the help of software.

It is considered a modern approach to the HR process. Selecting an HRMS to handle HR activities is an advantage to the modern company. There are few such companies in any job market that do not have some sort of automation in place for HR tasks. HRMS has helped to effectively break down paperwork and “flatten” several organizations

Need for HRMS:

In the present generation, HRMS helps in managing the entire data of the organization, that is, employee data; it provides easy access to the employee to update his or her data without the involvement of HR professionals.

As this data is stored in one common database, it is very easy for the HR department to access company and employee data whenever required for obtaining organizational goals. Nowadays, several corporations like better to produce complete HRMS integration with payroll, alternative company money package, accounting systems, ERP systems, company intranets, and alternative online programs. As told by Letke, ” Human resource management systems are important [because] they really help us set forth and deploy strategy in our business.”

B. Functions of HRMS

The function of the human resources department is to track employee status, background, skills, abilities, salaries, and accomplishments, etc. Replacing sure processes with HRMS solutions will facilitate management to collect data that isn't relegated strictly to HR. By permitting workers to update personal data and perform alternative tasks, data is unbroken a lot of correct and unit of time professionals aren't blame for any mistakes.



Therefore, HRMS systems can help an organization in the following functions:

- Performance Evaluation
- Managing Payroll
- Administration benefits
- Keeping track of attendance
- Assessments
- Holiday Calendars records
- Other Benefits and Bonus Calculation
- Insurance Claims etc.

III. HRMS SELECTION

It is also important that the right HRMS model is adapted by the organization as it is considered as the base to build any data.

Selecting the right HRMS solution help in predicting the future and growth and success of any organization. It is very important to keep in mind that HRMS solutions are similar to all organizations. However, just as each company is different, there are different systems available in the market to choose from.

A. Scope of Study

The report entirely discusses HRMS solutions followed and practiced by Avance Consulting, which is located in Adarsh Nagar, khairtabad, Hyderabad.

The study also covers aspects like employee count, Leadership teams, company profile, teams, recruitment process, leave analysis, and process.

B. The objective of the Study

The main objective of this report is to ensure the quality of the company's management process from recruitment to the administration, which includes,

- Recruitment process
- Payroll management
- Employee management
- Performance management
- Leaves and other Benefits
- Assessments etc

IV. RESEARCH METHODOLOGY

A. Definition:

The research methodology is a process of planning, acquiring, analyzing relevant data and information. The use of the right methodology is necessary because it helps in predicting the outcomes.

B. Meaning:

Research Methodology is a term that means the science of how research is scientifically done. It is a way of scientifically and logically solves a problem help us understand the process, not just the product of research, and analyze methods in addition to the information obtained by them.

C. Why is research required?

1. The purpose of research is to discover the answers to the questions through scientific applications.
2. The main aim is to search out the reality that is hidden and that has not been discovered, however.
3. Research is artless contributes to the present stock of data creating its advancements, observations, comparisons, and experiments.
4. In short, the search data through objectives and systematic strategies of finding the answer to the downside is analysis.

D. Sample Structure:

For the cause of this, take a look at pattern has been collected from employees working in Avance Consulting, overall of 50 samples had been amassed among different teams of the company

E. Data Collection:

For the have a look at statistics has been taken from

1. Primary Data
2. Secondary Data

F. Primary Data:

The primary data information is collected through an appropriate questionnaire and observes the outcome.

G. Secondary Data:

For the secondary data accrued the records from the organization websites, as the maximum data comprises of company profile.

H. Questionnaire:

It is defined as the set of questions that is to be filled up by the employees of the firm and by the respondents for their answers.

The questionnaire designed was of multiple choices and ended of nature.

I. Method of Analysis:

The tool of analysis adopted by us is graphical methods lie pie charts and bar graphs which are prepared as the basis of the questionnaire.

The methodology can be defined as a systematic way of approaching a problem to identify the truth, and for this, certain steps should be taken in a systematic order, and these steps are called methods.

J. Summary of research:

- Data Source: Primary and Secondary Data
- Approach: Questionnaire and survey
- Sample Size: 50
- Area: Hyderabad
- Contact Method: Personal Interact

K. Limitations of the study:

1. The period for accumulating the information about the research was a restriction. As a result, many statistics had been left unexplored due to company confidentiality.
2. Many employees had been reluctant to tell the statistics. Respondents had a sense of wastage of time and productivity.
3. Few of them considered it is a relatively short period of time to conduct the survey.

L. Findings:

- As most of the employees of Avance are fresh graduates, 29 respondents belong to less than 3 years of experience, 12 are with more than 3 years with the organization, 7 falls between 6-10 years of experience, and 2 are associated with the company for more than 10 years now. So most of the respondents who are working the firm are treated as fresher's to the industry
- In this company, HRMS tools are mostly used by 75% of employees.
- Technical support is mandatory for any application. From the data observed technical team is providing 34% of support.
- Understanding HRMS is easy, as strongly agreed by the respondents of the company.
- Chi-Square Test is also conducted by considering a few observations; from the observations, 35% of respondents strongly agree the data analyzed is accurate, 17% moderately accurate.
- As timesheets and attendance can also be tracked using HRMS modules, many respondents, including 18%, neutrally agree it is an effective way of tracking.
- It is also evident from the data that HRMS systems are highly sensitive and data stored is highly secured
- It is also found that the HRMS module is used for people management.
- The majority of responses received infer that the tools can be implemented and used easily
- The correlation analysis shows that the questions asked in the interview/survey and comfortableness with the respondents are positively correlated.
- HRMS tools are also considered as one of the best solutions to manage payroll, attendance, and timesheets

M. Suggestions

- From the data analysis observed, it is suggested that HRMS solutions should be adopted by every organization for people management.
- As all the managerial function is managed by the Human Resources team, they should also inculcate a few methods so as all the employees are familiar with the tools. For this purpose, proper training and development should be given to employees on a regular basis.
- One can suggest that it is one of the widely used Human Capital management tools.
- The organization needs to put effort into building a leadership style that is suitable for increasing productivity, reducing the abnormal attrition rate which is prevalent in the HRMS software development industry.
- HRMS software should also be used by top management along with other departments in order to achieve productivity.
- These are a few suggestions given by respondents during the survey so as achieve organizational goals and objectives.

V. CONCLUSION

I have spent quite a time carrying out research in Avance Consulting. It is one of the leading Executive Search firms, which has its presence globally.

They follow a democratic leadership style and adhere to all modern technologies, i.e., they use modern techniques in the company for better people management. The study that is carried out is considered as science than a process. It is also the fact that Human Resources teamwork is like a backbone in any company, and they are the ones who keep track of market trends in adopting modern technologies.

Hence this study and research helped in understanding the importance of HRMS systems in carrying out day-to-day functions, tracking employee data, and people management.

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