

A Study on the Effect of Human Resource Information System on SHRM with special reference to selected Indian Organizations

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ARTICLE DETAILS

Article History

Published Online: 15 October 2020

Keywords

SHRM, Organization, Strategy, HRIS, Utilization, Expectation.

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ABSTRACT

SHRM is significant for all companies regardless of its size and space. It essentially requires the arrangement of each HR work with Organization Strategy, i.e., it builds up connection among HRM and vital administration of the association and encourages HRM to change its picture as a 'cost focus' to that of a 'vital colleague'. HR Information Systems are utilized distinctly for shedding authoritative weight and a large number of them are still not reaping the vital advantages that HRIS can offer. This investigation endeavours to investigate the degree of utilization of HRIS by associations in India and to recognize the sorts of advantages they are accomplishing by its usage. In any case, the key expectation of this investigation is to exactly examine the effect of HRIS on SHRM so the associations can be persuaded to utilize HRIS for examination reason and change their HRM to Strategic HRM. This investigation is among the pioneer examines, in Indian setting that investigates the effect of HRIS on SHRM. This exploration paper hopes to arouse enthusiasm of friend analysts to investigate this heretofore virgin space further.

1. Introduction

In the present serious worldwide business climate, it is broadly acknowledged that Information Systems are significant for associations to endure and flourish. Data Systems have become critical life savers and go about as "empowering agents and facilitators" to give and break down firm data. It is a direct result of an exceptionally serious climate which has constrained the associations to perform promptly to ensure their reality and position in the business. In this manner, associations are continually attempting to advance new items and plan viable cycles to increase upper hand.

For any association in any industry, the key isn't to stall out with a solitary basic thought of its wellspring of favourable position. The best contenders, the best ones, realize how to continue moving and consistently remain at the forefront. For that, association's techniques require constant unrest to continue its upper hand over others.

Consequently, regardless of whether a business contends on development, client care or item quality, workers who are prepared, enabled and roused to convey these qualities are the most hard for contenders to recreate. To make such a triumphant labor force, HR should be liberated from managerial issues and be situated at the vital table. It is regularly said that organizations that have HR associated with system have double the development as organizations that don't.

1.1 Overview of HRIS

The Human Resource Information System (HRIS) structures a mix between human asset the board (HRM) and Information Technology (IT). It is a product or online answer for the information passage, information following, and information data needs of the Human Resources capacities inside a business. As in different kinds of Information Systems, a HRIS comprises of an information base, which contains at least one documents in which the information pertinent to the framework

is kept up, and an information base administration framework, which gives the methods by which clients of the framework get to and use these information. The HRIS, subsequently, contains apparatuses that permit clients to enter new information and alter existing information. HRIS assists with guaranteeing a more prominent power over any HR the board related cycles, empowering clients to finish undertakings all the more without any problem. It lets associations to execute the assignment cycle as well as to assess the results. This encourages an association to comprehend the profundity of a cycle, before it's past the point where it is possible to accelerate or address bearing. Additionally with a proper HRIS, Human Resources staff can empower workers to keep up their own advantages updates and individual detail changes, subsequently liberating HR staff for more key capacities.

1.2 About SHRM

SHRM or Strategic Human Resource Management is a part of Human Resource Management (HRM). It is a genuinely new field, which has developed out of the parent discipline: Human Resource Management. It is for sure one of the most remarkable and critical idea to have developed in the field of business and the board. The possibility of SHRM is to advance an elite work environments and human resources the board. Key Human Resource Management can be characterized as the connecting of HR with associations vital objectives and destinations to improve business execution and create hierarchical culture that sustain development, adaptability and upper hand. In an association, SHRM implies tolerating and including the HR work as a key accomplice in the plan and execution of the organization's techniques through HR exercises, for example, enlisting, choosing, preparing and remunerating faculty. Key Human Resource Management centers around Human Resource programs with long haul goals. Hence, the essential objective of key HR is to expand

worker profitability and to distinguish key HR territories where techniques can be executed over the long haul to improve the general representative inspiration alongside efficiency.

2. Review of Literature

Dickson (1986), gave an early meaning of HRIS as a "specific data framework inside the conventional useful territories of the association, intended to help the arranging, organization, dynamic, and control exercises of human asset the executives".

Adamson (2001), Human Resource Information System (HRIS) is one of the most huge MIS, which adds to human asset organization elements of an association. It portrays the reconciliation between HRM and Information Technology.

Broderick (1992), A HRIS isn't just PC equipment and related HR-related programming; it likewise incorporates individuals, structures, approaches and techniques, and information." The HRIS is "the composite of data sets, PC applications, and equipment and programming important to gather/record, store, oversee, convey, present, and control information for HR".

Noe (2007) additionally depicts, HRIS as a PC framework used to obtain, store, control, investigate, recover, and disseminate data identified with HR.

De Vries D. H. (2009), "HRIS is an exceptional device for coordinating and investigating information, as it permits chiefs and leaders to perceive how the general picture become substantially more significant than the parts, transforming removed information into incredible data".

Legnick Hall (2003) portrayed e-HR into three structures: distributing Information, robotization, and change. They alluded e-HR corresponding to web based business to direct business exchange identified with human asset utilizing web. e-HR helps HR supervisors' job change from issues master to key colleague.

Teo (2007) also concocted discoveries that departmental relative favourable position, similarity, top administration uphold, size of the association and HRIS skill are significant factors that segregate among adopters and non-adopters of HRIS.

5. Data Presentation

Table 5.1- Profile of Responding Organisations

Sector	Size	Use of HRIS Software				Total	
		Yes		No		(f)	(%)
		(f)	(%)	(f)	(%)		
IT & ITES	SME	22	34.38	42	65.63	64	16.54
	Large	54	98.18	1	1.82	55	14.21
	Total	76	63.87	43	36.13	119	30.75
Service	SME	36	54.55	30	45.45	66	17.05
	Large	67	88.16	9	11.84	76	19.64
	Total	103	72.54	39	27.46	142	36.69
Manufacturing	SME	24	42.86	32	57.14	56	14.47
	Large	66	94.29	4	5.71	70	18.09
	Total	90	71.43	36	28.57	126	32.56
Total	SME	82	44.09	104	55.91	186	48.06
	Large	187	93.03	14	6.97	201	51.94
	Total	269	69.51	118	30.49	387	100.00

Source: Primary data

Anuradha and Aradhana (2006), "consistency among the different HRM rehearses like HR Planning, recruitment& determination, preparing and improvement, compensation& maintenance, and so forth of work force inside an organisation" is profoundly required and is noteworthy variables in the accomplishment of vital objectives.

Armstrong (1999) expresses, "SHRM field gives a structure where coordinated HR techniques of resourcing worker improvement, prizes and representative relations can be figured".

3. Objectives of the study

- To understand the conceptual framework of HRIS & SHRM
- To study, the usage of HRIS by Selected Indian Organisations
- To analyze, the apparent benefits of HRIS implementation in Selected Indian Organisations.

4. Rationale of the Study

Human asset is a significant resource for each association as it is one of the significant supports for feasible serious, thus associations are utilizing it by utilizing IT. HRIS helps the associations in dealing with their HR proficiently, likewise it additionally frees HR experts to zero in on key issues be that as it may, its immediate effect on SHRM is still in gabbing stage. Surely, the HRIS use isn't new in India yet assessed writing shows the deficiency of HRIS research in Indian situation.

This examination adds to the assemblage of information in HRIS zone with a subjective methodology by giving new bits of knowledge into the part of HRIS on SHRM. Likewise, this investigation endeavours to investigate the degree of use of HRIS by Indian associations and to distinguish the apparent advantages of HRIS execution. The outcomes, whenever discovered positive, would unquestionably assist the associations with valuing the HRIS and will additionally improve its execution and utilization across association.

Table 5.2- Usage of HRIS Subsystem

HRIS Features	Organisations Using HRIS					
	IT & ITES		SERVICE		MANUFACTURING	
	SME (22)	Large (54)	SME (36)	Large (67)	SME (24)	Large (66)
Employee Database	100%	100%	100%	100%	100%	100%
Human Resource Planning	16.5%	83.3%	18.3%	67.1%	21.03%	86.3%
Skill Mapping	12.3%	68.5%	10.1%	41.0%	11.6%	50.0%
Succession Planning	04.2%	66.7%	05.0%	37.3%	03.1%	48.4%
Applicant Tracking	10.9%	70.3%	02.0%	40.3%	05.3%	50.0%
Recruitment/Job posting	20.0%	79.6%	20.0%	82.0%	20.0%	74.2%
Recruitment & Selection	20.0%	79.6%	20.0%	82.0%	20.0%	74.2%
Attendance Management	60.5%	92.2%	63.5%	89.5%	64.2%	88.0%
Leaves Administration	60.5%	92.2%	54.5%	89.5%	60.0%	88.0%
Goal setting & Tracking	04.9%	79.6%	03.0%	80.6%	02.5%	43.9%
Performance Appraisal	40.9%	87.0%	30.5%	58.2%	32.0%	75.7%
Training Need Analysis	20.6%	79.6%	12.2%	73.1%	15.5%	72.7%
Training Evaluation	10.0%	75.9%	06.5%	70.1%	07.0%	70.7%
Compensation Management	70.0%	100%	68.0%	100%	67.0%	100%

Source: Primary data

Table 5.3 - Significant Difference-Usage of HRIS Features

HRIS Features	IT & ITES		Service		Manufacturing		F-value	Sig. Pair (s)
	Mean	SD	Mean	SD	Mean	SD		
Employee Database	1.05	0.22	1.06	0.23	1.06	0.23	0.013 ^{NS}	-
HR Planning	1.84	0.86	1.90	0.84	1.78	0.83	0.525 ^{NS}	-
Skill Mapping	2.07	0.86	2.43	0.7	2.18	0.89	4.653**	1,3
Succession Planning	2.11	0.88	2.49	0.75	2.22	0.90	4.910**	1,3
Applicant Tracking	1.95	0.90	2.43	0.722	2.16	0.911	7.286**	1,3
Job posting	1.54	0.73	1.67	0.677	1.84	0.886	3.302*	2
Recruitment & Selection	1.54	0.73	1.67	0.677	1.84	0.886	3.302*	2
Attendance Mgmt.	1.09	0.29	1.00	0.00	1.02	0.14	6.210**	1,2
Leaves Administration	1.28	0.68	1.03	0.16	1.11	0.31	7.651**	1,2
Goal setting & Tracking	1.78	0.84	2.20	0.80	1.71	0.86	9.843**	1,3
Performance Appraisal	1.89	0.85	1.98	0.50	1.98	0.82	0.357 ^{NS}	-
Training Need Analysis	1.68	0.85	1.76	0.73	1.88	0.88	1.195 ^{NS}	-
Training Evaluation	1.82	0.90	2.07	0.85	1.94	0.87	1.828 ^{NS}	-
Compensation	1.58	0.69	1.55	0.50	1.61	0.64	0.214 ^{NS}	-

Source: Primary data

Table 5.4 - Usage of HRIS Features by Selected Manufacturing Organisations

HRIS Features	SME		Large		t-value	Sig.
	Mean	SD	Mean	SD		
Employee Database	1.18	0.395	1.00	0.000	3.418	0.001**
Human Resource Planning	2.32	0.945	1.65	0.756	3.253	0.002**
Skill Mapping	2.64	0.492	1.83	0.885	4.001	0.000**
Succession Planning	2.73	0.456	1.85	0.899	4.335	0.000**
Applicant Tracking	2.59	0.503	1.69	0.907	4.402	0.000**
Job posting	1.59	0.503	1.52	0.818	0.385	0.701 ^{NS}
Recruitment & Selection	1.59	0.503	1.52	0.818	0.385	0.701 ^{NS}
Attendance Management	1.00	0.000	1.13	0.339	-1.786	0.078 ^{NS}
Leaves Administration	1.91	0.019	1.02	0.136	6.343	0.000**
Goal setting & Tracking	2.59	0.503	1.44	0.718	6.824	0.000**
Performance Appraisal	2.59	0.503	1.61	0.811	5.259	0.000**
Training Need Analysis	2.00	0.873	1.56	0.816	2.110	0.038*
Training Evaluation	2.36	0.790	1.59	0.858	3.632	0.001**
Compensation Management	2.23	0.752	1.31	0.469	6.400	0.000**

Source: Primary data

Table 5.5 - Usage of HRIS Features by selected organizations of Service Sector

HRIS Features	SME		Large		t-value	Sig.
	Mean	SD	Mean	SD		
Employee Database	1.11	0.319	1.03	0.171	1.686	0.095 ^{NS}
Human Resource Planning	2.31	0.822	1.69	0.783	3.761	0.000 ^{**}
Skill Mapping	2.50	0.507	2.39	0.797	0.763	0.447 ^{NS}
Succession Planning	2.56	0.695	2.45	0.784	0.692	0.491 ^{NS}
Applicant Tracking	2.50	0.507	2.39	0.816	0.748	0.456 ^{NS}
Job posting	1.39	0.494	1.82	0.716	-3.226	0.002 ^{**}
Recruitment & Selection	1.39	0.494	1.82	0.716	-3.226	0.002 ^{**}
Attendance Management	1.00	0.000	1.00	0.000	---	---
Leaves Administration	1.00	0.000	1.04	0.208	-1.286	0.201 ^{NS}
Goal setting & Tracking	2.50	0.507	2.04	0.895	2.815	0.006 ^{**}
Performance Appraisal	2.00	0.000	1.97	0.627	0.285	0.776 ^{NS}
Training Need Analysis	1.64	0.487	1.82	0.833	-1.203	0.232 ^{NS}
Training Evaluation	2.47	0.696	1.85	0.857	3.735	0.000 ^{**}
Compensation Management	1.39	0.494	1.64	0.483	-2.513	0.014 [*]

Source: Primary data

Table 5.6: Mean Rating of HRIS advantages

Components	Mean	SD
Reduced administrative burdens	1.36	0.582
Automated record keeping and Reduced paperwork	1.39	0.588
Improved HR operating efficiency	1.52	0.523
Reduced response times and access to info.	1.52	0.523
Improved access to information	1.57	0.602
Helped HR to participate in Board Meetings	1.7	0.493
Improved the timeliness of services	1.71	0.518
Improved time management	1.74	0.504
Improved productivity of HR employees	1.74	0.775
Improved our ability to disseminate information in organisation	1.75	0.517
Reduced the errors in data	1.76	0.547
Bettered the understanding of Training needs	1.77	0.543
Decreased training expenses	1.89	0.682
Helped in streamlining HR processes	1.95	0.765
Integrated various business process	2.05	0.826
Decreased the time spent on training	2.14	0.841
Decreased the time spent on HRP.	2.15	0.897
Enhanced our ability to recruit and retain ...	2.17	0.883
Improved the quality of HR reports for strategic decision making	2.19	0.865
Saves cost per hire	2.26	0.941
Enhanced HR Professional Competency	2.39	0.907
Improved the profession standing of HR department	2.5	1.16
Increased knowledge management	2.53	1.12
Increased the flexibility of HR	2.6	1.11
Helped in tracking and controlling HR Process	2.64	1.17
Improved relationships with in HR Dept.	2.71	1.2
Improved cooperation among employees	2.71	1.19
Improves companies image	2.79	1.28

Source: Primary data

6. Key Findings

- Out of absolute 387 companies, 119 (30.7%) were structure IT and ITES Sector, 142 (36.7%) were from Service and 126 (32.5%) were from Manufacturing area.
- All the respondent companies were grouped under two classes of size, i.e., SME and Large scope. Companies having fewer than 500 workers were classified as SME and companies having more than 500 were sorted as enormous association.
- According to the information gathered, 186 (48.1%) SMEs and 201 (51.9%) Large companies took an interest in the review. Out of the 387 reacting companies, 269 (69.5%) companies are utilizing HRIS in their HR divisions.
- The results show that 100% companies, regardless of whether large or SME, are utilizing HRIS for keeping up an Employee Database.83.3% of Large IT and ITES companies, 86.3% Large Manufacturing companies and just 67.1% Large Organization under

Service area are utilizing HRIS for Human Resource Planning.

- Skill-Mapping highlight is sufficiently utilized by number of Large IT and ITES companies (68.5%), trailed by Service area (50.1%) and Large Manufacturing companies (41.0%), then again, simply, 12.3%, 10.1% and 11.6 % Small companies of IT and ITES, Service and Manufacturing separately, are utilizing HRIS for Skill-Mapping.
- Succession Planning is another component where IT and ITES companies are driving with 66.7% followed by 48.4% of Service area and just 37.3% of Large Manufacturing companies.
- 70.3% of Large IT and ITES companies, 40.3% Large Manufacturing companies and 50.0% Large Organization under Service area are utilizing HRIS for Application Tracking yet just 10.9%, 02.0%, 05.3% Small companies of IT and ITES, Service and Manufacturing separately, are utilizing this component of HRIS.
- 79.6% of Large IT and ITES companies, 82.0% Large Manufacturing associations and 74.2% Large Organizations under Service area are utilizing HRIS for Recruitments/Job Posting.
- The Findings plainly uncovers that 79.6% of Large IT and ITES associations, 80.6% Large Manufacturing associations and just 43.9% Large Organization under

Service area are utilizing HRIS for Goal Setting and Tracking and simply 04.9%, 03.0%, 02.5% Small associations of IT and ITES, Service and Manufacturing individually, are utilizing HRIS for the equivalent.

- In utilizing HRIS Performance Appraisal includes again Large IT and ITES associations with 87.0% are pioneers trailed by Service (75.2%) and afterward manufacturing (58.2%).

7. Conclusion

The significant mainstay of SHRM, it is the HRM techniques. This is gotten from the outcomes that HRM techniques ought to be very much characterized and archived in associations where HRIS is utilized. Not exclusively are these procedures discovered to be lined up with the business systems yet in addition to be very much conveyed to all the representatives. Also, in these associations, "Execution Indicators" for HRM capacities are all around characterized and are routinely observed. Henceforth, we can, with confirmation state that the HR Strategies are all around arranged and executed in the associations where HRIS is utilized. Key HR Planning is additionally discovered to be better in HRIS clients' classification. Along these lines it very well may be reasoned that, in the event that they wish to move from conventional HRM to Strategic HRM. This requests fruitful HRIS usage in each association independent of area or size.

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