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Research Paper

HR INFORMATION SYSTEM AT PANYAM CEMENTS & MINERAL INDUSTRIES LIMITED

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ABSTRACT:

This paper examines the effectiveness and implementation of a Human Resource Information System (HRIS) at Panyam Cements and Mineral Industries Private Limited. HRIS implementation is increasingly becoming a strategic imperative for organizations seeking to streamline HR processes, enhance data-driven decision-making, and improve overall organizational performance. This study utilizes a mixed-methods approach, incorporating both quantitative survey data and qualitative interviews with key stakeholders involved in the HRIS implementation process.

The quantitative analysis assesses the perceived effectiveness of the HRIS in terms of its impact on HR process efficiency, data accuracy, employee satisfaction, and overall organizational performance. Meanwhile, the qualitative interviews provide deeper insights into the challenges faced during implementation, the strategies employed to overcome these challenges, and the perceived benefits realized post-implementation.

Findings suggest that while the HRIS implementation at Panyam Cements and Mineral Industries Private Limited has led to improvements in several areas such as payroll management, recruitment, and employee data management, there are still challenges related to system integration, user training, and change management. However, overall, the HRIS is seen as a valuable tool in enhancing HR functionalities and contributing to the company's strategic objectives.

INTRODUCTION

HRIS is a software or online solution that is used for data entry, data tracking and data information requirements of an organisation's HR management, Payroll, Book Keeping operations. A HRIS is usually offered as a database.

There are a number of solutions offered to a company that adopts a HRIS. Some of these include solutions in training, payroll, HR, compliance, and recruiting. A HRIS generally should provide the capability to more effectively plan, control and manage HR costs; achieve improved efficiency and quality in HR decision making; and improve employee and managerial productivity and effectiveness.

A HRIS, which is also known as a human resource information system or human resource management system (HRMS) In most situations, a HRIS will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made should also increase in quality— and as a result, the productivity of both employees and managers should increase and become more effective.

In other words HRIS can be understood as follows:- HRIS is not limited to the computer hardware and software applications that comprise the technical part of the system: it also includes the people, policies and procedures and data required to manage the HR function.

Most popular modules of HRIS are organisation charts, Employee Self Service, Benefits Administration,

Track Training For Employees.

SUB-SYSTEMS OF HRIS:

HRIS has sub-systems for operating human resources information system.

1) POSITION CONTROL SYSTEM:

This is basically to identify each position in the organization. For this purpose job analysis is required. After looking in to the unfilled position the HRD manager plan for recruitment. PCs helps in identifying human resource problem.

2) OPERATIONAL INFORMATIONAL SYSTEM:

Operational informational system that supports the human resource function include position control systems, performance management systems, government reporting systems, applicant selection and placement systems and training systems.

NEED FOR THE STUDY:

The system can produce a more effective & faster outcome than that can be done on papers. HRIS can acquire & track almost any type of data. HRIS systems can be critical in managing employee data.

- HRIS is being studied for the organization for collecting, storing and processing of employee information.
- It provides reliable information for decision making. HRIS also allows organization to access effectiveness of HR policies, programmes and decisions.
- HRIS is also used for increasing the work force and also increasing and improving of the technological advances. HRIS can be used as a learning organization.

SCOPE OF THE STUDY:

The Human Resource information system can thereby bring qualitatively & cost-effective solutions to the company via efficiently managing the tasks, timely controlling & monitoring of resources, and also the real-time allocation of necessary resources to the employees.

- 1) It formulates the policies and programmes related to human resource.
- 2) It facilitates in making decisions regarding the employees of the organization.
- 3) Can be made effective only when it follow certain steps.
- 4) Present HRIS System should be studied to highlight the problem areas and the likely benefits of HRIS in matters relating to increasing accuracy and decreasing errors.

OBJECTIVES OF THE STUDY:

- To investigate the practices and pin point the challenges associated with human resource information system adoption and implementation in selected in Panyam Cements and Minerals Industries Limited
- To evaluate the current practice of HRIS and pinpoint strong area and areas that need improvement.
- To explore human resource information system are contributing to an organization's performance.
- To suggest the employees of Panyam Cements and Minerals Industries Limited about data security and employee privacy.
- To provide feedback and suggestions for the improvement in implementation of HRIS to enhance its effectiveness in Panyam Cements and Minerals Industries Limited

RESEARCH METHODOLOGY

Research methods: one to one interaction with the employees, informal meets with sectional heads of the organization, and support of a close-ended questionnaire.

Data sources:

Primary data:

The data was collected for the study with the help of a structured questionnaire with closed- ended questions. The manager, HR & Development department has also collected the data

Secondary data: Referring to the past company records manuals and magazines have collected this data. Data collected by using one to one interaction and informal meeting with HOD and other sectional heads

LIMITATIONS OF THE STUDY

- The results from the study and the observations may not apply to all the other segments of the organization.
- The study had covered its survey only in Panyam Cement & Mineral Industries Limited, and the result is concise to this organization only.
- One of the limitations of this study is that we have focused on the behavioral aspects, of the human beings and measured it in a five-point scale

REVIEW OF LITERATURE

A human resource information system (HRIS) is an information system or managed service that provides a single, centralized view of the data that a human resource management (HRM) or human capital management (HCM) group requires for completing human resource(HR) processes.

A human resource information system (HRIS) is an information system or managed service that provides a single, centralized view of the data that a human resource management (HRM) or human capital management (HCM) group requires for completing human resource (HR) processes. Such processes include recruiting, applicant-tracking, payroll, time and attendance, performance appraisals, benefits administration, employee self-service and perhaps even accounting functions.

A HRIS, which is also known as a human resource information system or human resource management system (HRMS), is basically an intersection of human resources and information technology through HR software. This allows HR activities and processes to occur electronically.

To put it another way, a HRIS may be viewed as a way, through software, for businesses big and small to take care of a number of activities, including those related to human resources, accounting, management, and payroll. A HRIS allows a company to plan its HR costs more effectively, as well as to manage them and control them without needing to allocate too many resources toward them.

In most situations, a HRIS will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made should also increase in quality—and as a result, the productivity of both employees and managers should increase and become more effective.

A few years back during a client interaction, while being quizzed on our capabilities, I was surprised by a question on security practices in our company. The reason cited was that the customer measured the maturity of their vendor on the basis of the security practices prevalent in the vendors premises. After all they wanted to entrust their data with us!

INDUSTRY PROFILE :**(CEMENTINDUSTRY AND MINERALS INDUSTRY)**

Cement is an essential component of infrastructure development and most important input of construction industry, particularly in the government's infrastructure and housing programs, which are necessary for the country's socioeconomic growth and development. It is also the second most consumed material on the planet . The Indian cement industry is the second largest producer of cement in the world just behind China, but ahead of the United States and Japan. It is consented to be a core sector accounting for approximately 1.3% of GDP and employing over 0.14 million people. Also the industry is a significant contributor to the revenue collected by both the central and state governments through excise and sales taxes.

Ever since it was deregulated in 1982, the Indian cement industry has attracted huge investments, from both Indian and foreign investors, making it the second largest in the world. The industry is currently in a turnaround phase, trying to achieve global standards in production, safety, and energy-efficiency.

India has a lot of potential for development in the infrastructure and construction sector and the cement sector is expected to largely benefit from it. Some of the recent major government initiatives such as development of 100 smart cities are expected to provide a major boost to the sector.

Expecting such developments in the country and aided by suitable government foreign policies, several foreign players such as Lafarge, Holcim and Vicat have invested in the country in the recent past. A significant factor which aids the growth of this sector is the ready availability of the raw materials for making cement, such as limestone and coal.

Cement Industry is one of the largest industries of the world and occupies predominant place as one of the basic industries for development and its employment generation capacity. Cement ranks next to steel in construction material and so is the basis of all modern construction.

COMPANY PROFILE

Panyam Cements & Mineral Industries Limited., has been established in the year 1955 in the most backward region of Rayalaseema(Kurnool Dist.,).The Company soon developed into one of the largest cement manufacturing unit in South India.

During the year 2005-06 the Company has been taken over by M/s.Nandi Group of Companies headed by Sri S.P.Y.Reddy(Industrialist & MP from Nandyal).Right from the takeover,the Chairman took the initiative to develop the Industry with the modernization of Kiln No.1.

From the last fifty seven years, the Company is providing livelihood to Thousands of its dependants. It started with 200Mts per day in the begining and reached to 2300 TPD after modernization. Sri .S.P.Y.Reddy is striving hard to bring back the yester years glory to Panyam Cements. Present capital of Panyam Cement And Minerals Limited or the market capitalization stands at Rs.59.75 crore

Promoter's Profile :

➤ S.P.Y.Reddy B.E.(Mech)

Founder and Chairman

Nandi Group

Brief Profile :

Sri S.P.Y.Reddy is the Chairman of Panyam Cements & Mineral Industries Limited. He is Engineering Graduate in Mechanical from Regional Engineering College, Warangal. On completion of graduation, he has worked for a shorter period of three years in Bhaba Atomic Research Centre, Mumbai. He started his own business in the year 1977 and has essential role in establishment of NANDI GROUP. He has served as Chairman of Nandyal Municipality for a brief period. Sri S.P.Y.Reddy is a sitting Member of Parliament from Nandyal Parliamentary Constituency.

Several innovations to his credit – like

1. PVC Pipes on Hire Basis to farmers at nominal rent
2. Introduction of Co-operative farming
3. Bore - Well Schemes
4. Additional Subsidy to Drip / Sprinkler Irrigation
5. Permanent Sprinkler System with PVC Pipes
6. Roti – Dal Scheme

➤ Sri S. Sreedhar Reddy, B.Tech (E.C.E)

Managing Director

Brief Profile :

Sri S. Sreedhar Reddy is the Managing Director of Panyam Cements & Mineral Industries Limited. He is an Engineering Graduate from S.V. University, Tirupathi. He is associated with the Nandi Group since 2000 and takes care of the day to day functional activities of the Company

Sri Sreedhar Reddy was instrumental in implementing a green field project S.P.Y. Agro Industries Limited with a capacity of 145000 KLD per day and the said unit is now expanding its production capacity.

The promoters hold about 51.32% stake in the present equity of Panyam Cements.

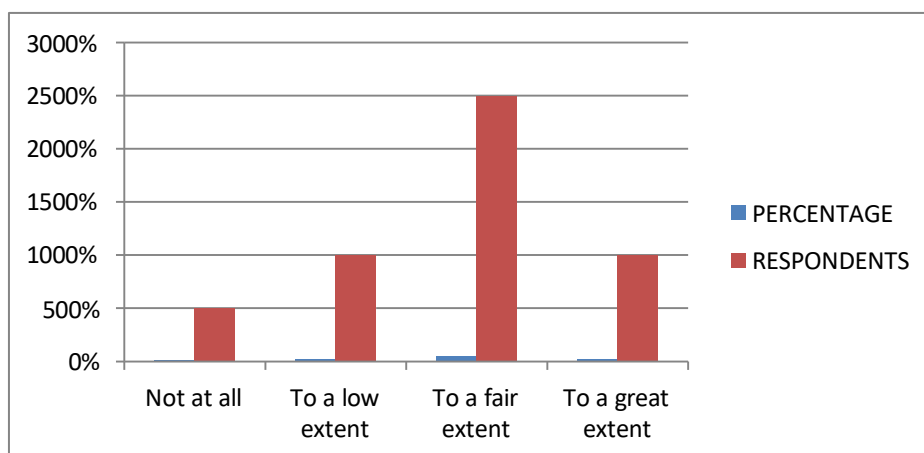
Several innovations to his credit – like:

- An young and energetic engineer with MBA study from IIM, Ahmedabad
- Has blend of tradition and modernity
- Person behind the enormous growth of group from Rs. 100 Crores to Rs.700 Crores during the last 10 years.
- Enthusiastic for implementation of new techniques and systems in the group.

DATA ANALYSIS AND INTERPRETATION

1: To what extent are you satisfied with training provided by HRIS in your organization?

MODULES	PERCENATGE	RESPONDENTS
Not at all	10%	5
To a low extent	20%	10
To a fair extent	50%	25
To a great extent	20%	10

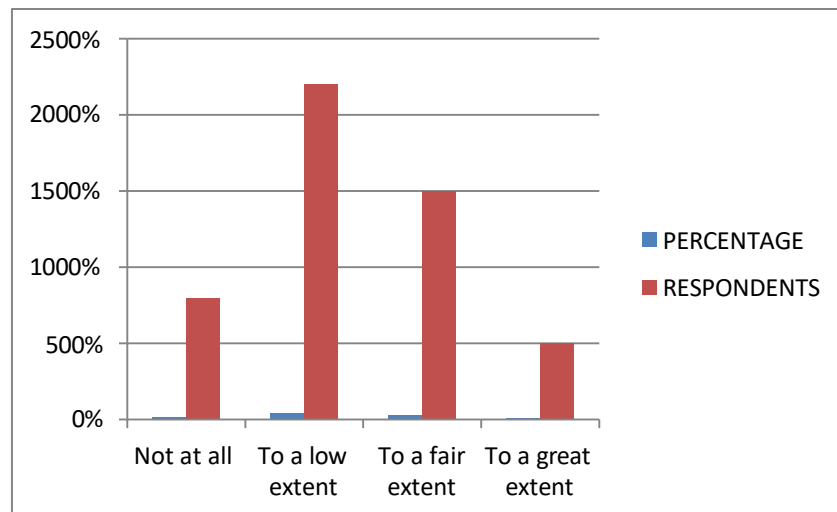


INTERPRETATION:

From the study its concluded that maximum employees i.e., 50% are satisfied with training.

2: To what extent are you satisfied with employees information furnished in HRIS?

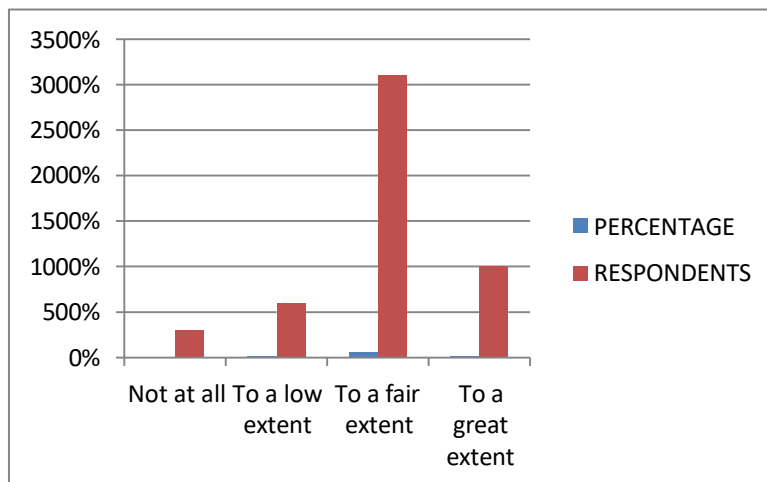
MODULES	PERCENTAGE	RESPONDENTS
Not at all	16%	8
To a low extent	44%	22
To a fair extent	30%	15
To a great extent	10%	5

**INTERPRETATION:**

From the above information its found that 44% of the employees feels that the information provided in HRIS is not so satisfactory.

3: To what extent are you satisfied with accuracy of the data in HRIS maintained by the company?

MODULES	PERCENTAGE	RESPONDENTS
Not at all	6%	3
To a low extent	12%	6
To a fair extent	62%	31
To a great extent	20%	10



INTERPRETATION:

From the above study it has been concluded that 62% of the employees are satisfied to fair extent with accuracy of the data maintained by HRIS.

FINDINGS:

1. From the study it is concluded that maximum employees i.e., 50% are sufficient with training.
2. From the above information 44% of the employees feels that the information provided in HRIS is not sufficient and satisfactory.
3. From the above study it is been concluded that 62% of the employees are satisfied to fair extent with accuracy of the data maintained by HRIS.
4. From the above study it is concluded that 40% of employees find replication of data in HRIS.
5. From the above study it is concluded that HRIS acts as a basis for decision making as 54% of the employees agree to a great extent.

SUGGESTIONS:

1. Organisation should plan for better understanding of the HRIS to the employees so that it satisfies the employees.
2. Organisation should reply about HRIS in a better way to the employees.
3. Organisation should train employees about the HRIS so that accessing would be easy.
4. As all employees in organization are not aware about the working of HRIS employees should be trained so that data is transparent.

CONCLUSION

The implementation of a Human Resource Information System (HRIS) at Panyam Cements and Mineral Industries Private Limited represents a significant step towards modernizing HR processes and enhancing organizational efficiency. Through a combination of quantitative analysis and qualitative insights, this study has provided a comprehensive overview of the effectiveness and challenges associated with the HRIS implementation.

Despite encountering challenges such as system integration issues, user training requirements, and resistance to change, the HRIS has demonstrated tangible benefits in various aspects of HR management. These benefits include improved payroll management, streamlined recruitment processes, enhanced data accuracy, and better employee satisfaction. The HRIS has also facilitated data-driven decision-making, enabling HR professionals to make informed choices that align with organizational goals.

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