

Research Paper

A PROJECT REPORT ON “HUMAN RESOURCE INFORMATION SYSTEM” AT HERITAGE

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ABSTRACT

The Human Resource Information System (HRIS) has become a pivotal tool in modern organizations, enabling efficient management of employee data and HR processes. This study focuses on the implementation and functioning of HRIS at Heritage, examining how technology streamlines human resource operations and enhances organizational productivity. The system integrates various HR functions, including employee data management, recruitment and onboarding, attendance and leave tracking, performance appraisal, payroll processing, training and development, and reporting and analytics. Data were collected through surveys, interviews, and observation of HR processes to assess the effectiveness, accuracy, and employee satisfaction associated with HRIS. The findings indicate that HRIS significantly reduces manual workload, improves data accuracy, ensures compliance with labor regulations, and facilitates strategic decision-making. Employees benefit from transparent and timely access to HR services, while management gains insights into workforce trends and performance. The study emphasizes the importance of adopting advanced HRIS modules to support continuous improvement in human resource practices. It serves as a reference for organizations aiming to leverage technology for efficient HR management.

Keywords: Human Resource Information System, HRIS, Employee Data Management, Payroll Management, Performance Appraisal, Recruitment and Onboarding, Attendance Management, Training and Development, HR Technology, Heritage.

I. INTRODUCTION

Modern HR Information Systems (HRISs) automate, simplify, and optimize HR procedures

in enterprises. Companies make data-driven choices in today's competitive market using HRIS. A central database stores, processes, and retrieves employee data such as personal information, employment history, attendance, payroll, performance reviews, training records, and benefits administration. Centering HR activities with HRIS boosts accuracy, productivity, and mistake reduction. HRIS has moved HR management from paper to digital platforms that enhance strategic decision-making.

Companies needed to manage large personnel data, therefore HRIS was invented. HR departments used manual record-keeping systems, which were time-consuming, error-prone, and difficult to administer in big firms. HRIS merges HR processes with software. HR practitioners may now concentrate on talent management, employee engagement, and organizational growth instead of administrative responsibilities. HRIS streamlines, secures, accesses, and standardizes departmental data management.

II. STATEMENT OF THE PROBLEM

The main issue is whether Heritage's HRIS supports HR operations and improves organizational efficiency. HRIS efficacy may be reduced by lack of training, employee opposition, technological concerns, and poor system integration. Additionally, evaluate the system's usability and HR staff's ability to fully use its capabilities.

III. NEED OF THE STUDY

This research must determine whether Heritage's HRIS reduces manual burden, mistakes, and HR department productivity. It also examines how the technology improves employee happiness by giving compensation, leave, and performance feedback quickly. The survey also highlights HRIS practice flaws such as technological difficulties, lack of training, and employee reluctance.

IV. SCOPE OF THE STUDY

The Heritage Human Resource Information System (HRIS) research examines its usage, efficacy, and influence in managing human resources. The research includes recruiting and selection, personnel data management, payroll processing, attendance monitoring, performance rating, training and development, and employee benefits administration.

V. OBJECTIVES OF THE STUDY

1. Assess Heritage's HRIS deployment and use for successful HR management.
2. To examine how HRIS enhances HR efficiency and accuracy in recruiting, payroll, attendance, and performance management.
3. To evaluate the effect of HRIS on employee satisfaction by giving quick access to HR-related information and services.
4. Identify obstacles and constraints in implementing and using HRIS effectively inside the company.
5. To recommend steps to enhance HRIS efficacy and match it with contemporary technology and organizational demands.

VI. LIMITATIONS OF THE STUDY

1. The research is confined to Heritage, thus the conclusions may not apply to other organizations.
2. The research relies on employee replies, which may factor in personal bias and subjective viewpoints.
3. Limited time limits in-depth investigation of all HRIS operations and procedures.
4. Limited awareness of HRIS among responders may impact data accuracy.
5. The research focuses on user-level assessment and does not contain sophisticated technical examination of HRIS software.

VII. REVIEW OF LITERATURE

1. Gilbert, Savion, and Menand (2021)

Menant, Gilibert, and Sauvezon (2021) investigated HRIS acceptability using TAM and UTAUT. The authors pointed out that HRIS implementation in businesses depends on user consent. They found that workers' adoption of HRIS is significantly impacted by perceived usefulness and ease of use.

2. 2023 Abuhantash

Abuhantash (2023) investigated the relationship between human resource information systems and organizational performance. The study looked at how HRIS increases competitiveness, efficacy, and efficiency. Businesses that use HRIS manage their data more effectively and make HR decisions more quickly.

3. Memon, Hyder, Han, and Ghani (2022)

Memon, Ghani, Hyder, and Han (2022) conducted a thorough literature study on HRIS

for knowledge and competence management. The authors looked at how HRIS facilitates information sharing and organizational learning. They found that HRIS improves staff competency and skill development. The poll also revealed training deficiencies and reluctance to technology. Decision-making is enhanced by data-driven HRIS. According to the authors, HRIS increases the effectiveness of HR planning. According to them, systems integration is essential for efficacy. For HRIS performance, the research suggested enhancing the digital

infrastructure. It concluded that knowledge management requires HRIS. This research aids Heritage in understanding HRIS issues.

VIII. RESEARCH METHODOLOGY

The Heritage Foods Limited Human Resource Information System (HRIS) study's methodology describes how the company collects, analyzes, and interprets HRIS data.

2. Research Design

This study employed descriptive research. This design is chosen because it describes Heritage Foods Limited's HRIS status without changing variables. It examines employee HRIS use perspectives, experiences, and satisfaction. Descriptive research is ideal for this study since it analyzes HRIS procedures, finds issues, and suggests improvements. It helps gather facts on HRIS's influence on HR activities and the company.

3. Sources of Data Collection

Comprehensive analysis incorporates primary and secondary data.

Primary Data

Heritage Foods Limited workers complete a standardized questionnaire to provide primary data. The questionnaire comprises five-point satisfaction, agreement, and frequency-based close-ended questions. This technique helps understand employee perceptions on HRIS efficacy, usability, and efficiency.

Secondary Data

Company reports, official websites, HR manuals, research journals, books, and internet articles on HRIS and HRM provide secondary data. This data validates the main conclusions and strengthens the study's theory.

4. Sampling Technique

This research employed convenience sampling. This approach selects survey participants based on availability, accessibility, and willingness. This procedure is easy, fast, and cheap. Heritage Foods Limited personnel from various divisions were sampled to assess HRIS use throughout the company. As a non-probability sampling approach, it may not completely reflect the population.

5. Sample Size

Heritage Foods Limited submitted 100 responders for this survey.

6. Tools for Data Collection

Structured questionnaires are the main data gathering instrument.

7. Tools for Data Analysis

Tabulation and percentage methods are used to examine the data. Employee agreement or satisfaction is calculated using percentages.

1. DATAANALYSIS

1. Awareness of HRIS in the Organization (n = 100)

Response Option	No. of Respondents	Percentage (%)
Fully Aware	18	18%
Highly Aware	22	22%
Moderately Aware	25	25%
Slightly Aware	15	15%
Not Aware	12	12%

Completely Unaware	8	8%
Total	100	100%

Interpretation

The table above displays Heritage Foods Limited workers' HRIS awareness. 22% of respondents are extremely knowledgeable and 18% are totally aware of the system, demonstrating strong understanding. However, 25% are fairly aware and partially comprehend. However, 15% are marginally knowledgeable, 12% are uninformed, and 8% are entirely oblivious about HRIS. The data shows modest HRIS awareness, highlighting the need for training, seminars, and better internal communication to increase employee comprehension and use.

2. HRIS is Easy to Use (n = 100)

Response Option	No. of Respondents	Percentage (%)
Strongly Agree	24	24%
Agree	30	30%
Slightly Agree	18	18%
Neutral	12	12%
Disagree	10	10%
Strongly Disagree	6	6%
Total	100	100%

Interpretation

The table illustrates employee HRIS usability opinions. HRIS is simple to use, according to 30% and 24% strongly. About 18% agree somewhat and 12% are indifferent. 10% disagree and 6% strongly disagree, indicating that some workers struggle with the system. The findings indicate that HRIS is user-friendly, but interface design, training, and technical support must be improved to improve user experience and assure smoother operation for all workers. HRIS Improves Performance Appraisal System (n = 100)

Response Option	No. of Respondents	Percentage (%)
Strongly Agree	26	26%
Agree	36	36%
Slightly Agree	15	15%
Neutral	12	12%
Disagree	7	7%
Strongly Disagree	4	4%
Total	100	100%

Interpretation

The evidence shows that HRIS enhances organizational performance appraisals. 36% agree and 26% strongly agree that HRIS improves evaluation accuracy and transparency. About 15% agree somewhat and 12% are indifferent. 7% disagree and 4% strongly disagree, indicating discontent. Overall, HRIS provides organized and systematic performance assessment, decreasing bias. Management can monitor staff performance better. However, improved system customisation and training may boost evaluation accuracy and employee trust.

3. HRIS Helps in Better Decision-Making (n = 100)

Response Option	No. of Respondents	Percentage (%)
Strongly Agree	25	25%
Agree	35	35%
Slightly Agree	15	15%
Neutral	12	12%
Disagree	8	8%
Strongly Disagree	5	5%
Total	100	100%

Interpretation

The table illustrates HRIS improves decision-making. With reliable data, 35% agree and 25% strongly agree that HRIS aids management choices. About 15% agree somewhat and 12% are indifferent. However, 8% and 5% strongly disagree, showing limits. HRIS promotes decision-making by giving real-time, accurate personnel data. It minimizes risk and improves planning. Improved data analytics and technology integration may boost organizational decision-making.

IX. FINDINGS OF THE STUDY

1. According to the report, workers have moderate to excellent awareness of HRIS, however some still lack appropriate understanding of the system.
2. HRIS utilization varies across workers, with some using it daily or weekly and others seldom or never.
3. While most workers find HRIS user-friendly, a tiny fraction nevertheless struggles with its use.
4. HRIS effectively reduces manual HR labor, boosting efficiency and saving time for HR operations.
5. The system enhances recruiting and selection procedures, resulting in more methodical applicant management.
6. Employees concur that HRIS payroll processing is accurate and timely, with minor difficulties identified by some.

X. SUGGESTIONS

1. The firm should provide frequent training and seminars to enhance staff understanding and HRIS use.
2. Improve the user-friendly interface to simplify HRIS for all workers, particularly newcomers.

To promote consistent use of HRIS, the organization should encourage all departments to actively utilize it in everyday operations.

4. Enhance technical support and helpdesk services for prompt HRIS problem resolution.
5. Management should boost employee experience and efficiency by improving system speed and reducing technological faults.

The company should raise knowledge of HRIS elements including training,

assessment, and development modules.

XI. CONCLUSION

The Heritage Foods Limited Human Resource Information System (HRIS) research shows that HRIS improves human resource management efficiency and effectiveness. The research shows that most workers use the system for payroll, personnel record management, recruiting, and performance review.

The data show that HRIS has reduced manual HR labor, saved time, and improved HR accuracy. Employees also said the approach increases decision-making, openness, and HR- employee communication. HRIS has improved employee satisfaction by simplifying HR services and decreasing delays.

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