Chapter 2
HRIS Readiness Among Faculties in B Schools for Human Development

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ABSTRACT

Human resource departments implementing ICTs is becoming a common phenomenon in corporations and it's referred to as human resource information system (HRIS). In the digital era, people are shifting from human involvement to digital involvement. HRIS transforms the HR service delivery using web-based technology. HR departments are able to provide effective services when they utilize HRIS. This chapter focuses on the digital technology used for human resource management in b-schools. It is understood that there are plenty of HRIS tools that are available to be used in the educational institutions. For the current study, the researchers focused the study toward the b-schools in India. The respondents were employees of various b-schools in Bangalore. This study considered 120 employees (low, middle, and upper level) from various b-schools. This led to the understanding that there is a very high rate of effectiveness in the usage of HRIS tool in any institution, which is proved using the technology acceptance model (TAM).

1. INTRODUCTION

Technology made the people to work in interactive environment based on the real- time information. Computers are used to make the people to work effectively and fast and accurately. People are important in any of the organization; hence, many personal management system and information system were developed from employee's record maintenance automatically and decision systems in the recent past. Today, the human resource information system (HRIS) users consider activities once were considered by Human Resource Professionals, and administrative personnel.

HRIS is an application tool directly connected to Human Resource database which includes a customized database of employees in an organization – be it personal data of the employee, skill sets, compensations and benefits, loan details, leave details, or any other. HRIS is used by organization for two purposes, first of all to make the administration and operational efficiency and the other one is to increase the effectiveness of usage and can be performed with less paper work as we are in e-world. For long-term strategic planning decisions, it should be aligned with a well-defined HRIS tool. The different core sub areas of HRIS include personnel details, payroll details and reporting details. To make necessary decisions, the HR managers and the line managers require necessary Human Resource information. This information will be regarding the Job, Position and People.

The HRIS system focus on these 3 modules:

1) Information related to job performance planning and review, succession and planning, job facilities administration, training and development, occupational safety and health;
2) Information related to recruitment, selection, placement, termination, holidays and leave administration, and career development;
3) Information related to Positions, job descriptions and personal profiles, work design, organization structure, employment terms and conditions, payroll administration, remuneration management.

Under HR Development activity, the HRIS tool is used in Employee training profiles, assessing training needs, succession planning etc. Another major role of HR department is the Employee Compensation and Benefits. Here, the HRIS tool helps in making pay structures, flexible benefit administration, vacation usage, and benefit usage analysis.

The HRIS tool is basically used by four groups of people in an organization:

1) managers for generating customized daily reports,
2) analysts to evaluate the decision choice and opportunities,
3) technical staff for providing a usable system, and
4) the general employees to look into their personal details and pay slips etc.

The data that the HRIS tool holds, would be the data about the people, data about the organization and the derived data from the people and organization. Effective and efficient implementation of HRIS tool in an organization assures effective transaction of data, effective communication and effective transformation. The data used for HRIS database may be specific in nature or a kind that can be codified and interpreted. 0. relations, compensations, performance management, wages and salary, recruitment, training and planning are some of the strategic tasks that the HR department can be involved in by applying the Human Resource Information System automated tool.

The use of HRIS tool is helping the HR managers to focus on the flow of HR information within the organization and to learn many new technical skills. As the tool replaces the operational and strategic activities, more time of the HR department can be contributed towards advisory role. They slowly move from their existing position to be Solution Experts, Service providers, and Strategic Partners.

This also helps in e-monitoring HR activities like time and attendance. A complete HRIS is able to extract complete human resources data from the time an employee joins the organization on probation, until he quits the workforce. The HR department in turn can contribute towards various HR IT projects

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