Chapter 10
A Quality Perspective and Its Importance to Business Competitiveness on Human Resource Information Systems

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ABSTRACT

Human resource information system (HRIS) is a human resource management (HRM) tool that allows an employer to design and manipulate a complete human sources method through records generation. The rising hyper-competitive generation over the previous few years has enhanced the need for maintaining records and inventions in human resource control for competitiveness. The revolution in the records era is absolutely and swiftly redefining the way matters are completed in almost every subject of human activity. Human assets and records generation are two factors that many corporations are looking to make use of as strategic weapons to compete. Human resource generation or human aid facts methods shape the interplay between human resource control and data technology. There has been a sizable increase within the wide variety of companies collecting, storing, and reading records regarding their human assets through using human aid data systems.

1. INTRODUCTION

A human resource information system, often known as an HRIS, is a piece of software that provides assistance to HRM operations by way of the generation of records. One of the most important functions of any organisation is providing assistance to individuals (Shibly, 2011). The use of HRIS as a means to accumulate information into key components leads to an increase in the productive capacity of an organisation (Alayli, 2023). In order to easily see and change employee standing in accordance with the organisational hierarchy, the HR records structures have been developed to be both flexible and obvious to HR managers and senior management (Atasever, 2023). This strategy provides HR professionals with the data they need to manage personnel databases (Bourini, 2011).

HRIS can help with long-range planning by providing data for hard workforce planning and delivery and demand forecasts. It can also help with staffing by providing statistics on same employment, separations, and applicant qualifications. Finally, it can help with improvement by providing data on education application fees and trainee work performance (Kadhim & Sadikmohamadtaqi, 2012). The performance of this software is improved because to its remarkable statistics (Kuragayala, 2023). The Human Resource Information System (HRIS) provides further assistance to payback programmes, earnings predictions, pay budgets, and hard work/employee members of the family by providing statistics on contract negotiations and employee assistance (Anand et al., 2023). It is necessary to have a quality assurance plan and procedures in place during the information collection process for HRIS in order to carry out these HRM activities. (Mara et al., 2023) The value of something is increased when its quality, whether it be in terms of human resources (HR) or materials.

Reliable data are the foundation for decisions that can garner consensus. This information must be accurate, trustworthy, presented in the correct time frame, and comprehensive. A correct, methodical, and scientific approach to determining human resource activities is provided by the features of an HRIS (Nagarajan & Naachimuthu, 2021). The data friendliness of HRIS provides assistance that is accurate, up to date, and condensed when making routine and recurring decisions about human resources. In this chapter, the most beneficial aspect of the Human Information system is discussed (Figure 1).

Figure 1. Human resource information systems
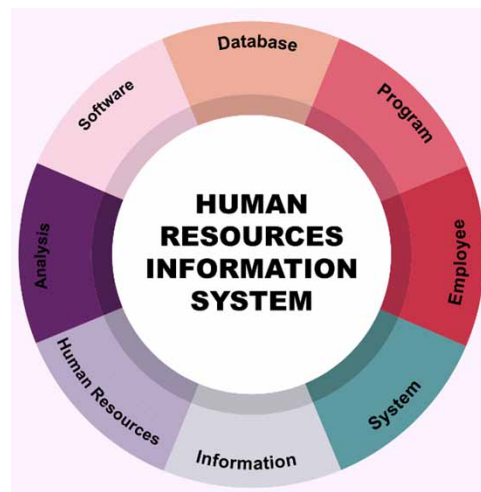
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