The Impact of Human Resource Information Systems : An Exploratory Study in Selected Private Firm

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ABSTRACT

A system for the management of human resources can have a significant impact on employees and various aspects of their work experience within an organization. HRIS is a software solution that combines human resource management and information technology to streamline HR processes and improve overall efficiency. HRIS can have a beneficial or bad impact on employees, depending on how technology is introduced and used.

Keywords : Human Resource, Human Resource Information System, HRIS

Introduction

Human Resources Information System, or HRIS is a software that that collects, stores, processes, and retrieves employee information quickly in a secure and cost-effective manner. It is the integration of HR operations and information technology. Human resource information systems (HRIS) have significantly improved an organization's efficiency in today's dynamic business environment and era of knowledge workers. Human resources (HR) professionals can learn a lot from HRIS in order to become strategic partners with top management and meet the company's future needs. The HRIS coordinates to utilize the HR capabilities in a more proficient way and gives better data to navigation. The Human Resource Information System, or HRIS, is a methodical way to store data and information about each individual employee. This helps with planning, making decisions, and sending reports and returns to outside agencies. An organization's human resources information can be gathered, stored, and analyzed using integrated HRIS systems.

It consolidates HRM as a discipline and specifically its essential HR exercises and cycles with the data innovation field. It can be used to keep track of things like employee profiles, absence reports, salary administration, and a variety of reports. In the world of business, it is one of the most important HR practices.

As a result, HRIS has developed into a system that stores information about every aspect of human resources, including an employee's salary, medical care, education, family, qualifications, personal, performance, and career evaluation, and training and development. All of these records can be viewed on a single screen with

assurance of reliability using HRIS. Additionally, reports with numerous parameters can be easily created and modified. The day-to-day HR processes are handled by HRIS, paperwork is cut down, and employee data is kept up to date.

1.1 Features of HRIS

Using an HRIS has number of benefits. This tool is used by businesses of all sizes to support their people operations. Midway, the HRIS holds representative data. An extensive variety of representative information is then effectively open, in one framework.

1. **Data storage:** a Human Resource Information Systems (HRIS) is a system that records any employee-related changes. The HRIS should be available as the single source of truth for personnel data.
2. **Compliance:** Compliance demands the collection and storage of some data. This contains information for identifying employees in the event of stealing, defrauding, or other misconduct, as well as information for identifying residents for the tax office and mandatory certification expiration dates. This information can also be used to identify employees in the event of an accident. The HRIS can save all of this information. Data must be stored in a safe and secure manner, according to the General Data Protection Regulation (GDPR).
3. **Efficiency:** Having all of this data in one place improves precision as well as the duration of recovery. Some companies still store a lot of personnel information on paper. Selecting the right folder and document might take up a lot of staff work.
4. **Human Resources Framework:** The HRIS grants the following of information expected to propel the HR and business system. Contingent upon the needs of the association, various information will be fundamental for track. The HRIS excels in this area.
5. **HR Self Service:** A last advantage is the capacity to offer self-administration HR to workers and directors. Employees are given this ability to handle their own affairs. At the point when done well, the HRIS can offer a decent representative encounter. Keep in mind that not every HRIS system makes this easy to use.

1.2 Functions of HRIS

I here are various types of systems for HRIS and software. Because a Human Resources Information Systems includes all HR functionalities, all individual functionalities are included in the system. Among these features are:

1. **Candidate monitoring system (CMS):** This software handles the company's whole recruiting process. It helps recruiters match openings for employment with qualified candidates from the company's application pool, monitors candidate information and resumes, and guides the hiring process.
2. **Payroll:** Employee pay is automated with payroll. This system frequently receives contractual data and information on new hires, sometimes in conjunction with time and attendance data, and at the end of each month, payments orders are created.
3. **Benefits administration:** One more usefulness of the HRIS is it benefits the board. Worker benefits are a

significant part of pay and are additionally overseen in this framework. An employee self-service model for employee. Benefits are provided by more advanced systems. For this situation, workers can choose the advantages they are searching for themselves. One might want more paternity leave, while the other might want a company car that costs more. A cafeteria model is another name for this benefit self-service model.

4. **Time & Attendance:** This module collects employee time and attendance data. These are particularly applicable for shift laborers where workers clock in and out. In the past, employees frequently recorded their working hours on paper. Then, the chief would physically enter the information into a period global positioning framework. Payment orders were created and distributed to all employees based on this information. Nowadays, employees frequently use a card or fingerprint to check into work. This provides an accurate arrival and departure time. It is simple to identify any issues with lateness.

5. **Training :** When it comes to employee management, one of the most important aspects is education and training. This module permits HR to follow capability, affirmation, and abilities of the representatives, as well as a blueprint of accessible courses for organization workers. When used independently, this module is frequently referred to as an LMS, or Learning Management System. Employees typically have access to e-learning and other courses through an LMS.

6. **Performance management:** One important part of managing people is performance management. Execution evaluations are created once or on various occasions a year by the immediate director or companions of the representative.

7. **Succession planning:** Making an ability pipeline and having swaps accessible for key jobs in the association is one more key part of a HRIS.

8. **Employee self-service:** It is becoming increasingly important for businesses to encourage employees and direct supervisors to manage their own data. Holiday requests can be made by the employee themselves. After endorsement, these are then promptly saved into the framework (and enrolled to follow for finance and advantages purposes).

9. **Reporting & Statistics:** The HRIS analysis and reporting components Systems are far more uncommon. Thanks to contemporary systems, automated HR reports on a number of issues such as employee turnover, absenteeism, performance, and more are now possible. Analytics entails the study of these insights for better decision-making.

1.3 Type of Information needed in HRIS

Fig 1.4 : Type of Information

In addition to information from their internal environment, organizations need information about their human resources and how they work. Along these lines, HRIS permits us to gather, store, control, break down, recovered, and appropriate data from inside and outer climate.

Human Resources Information System in an organization should be designed in such a way that the data stored in it can be used for a variety of purposes. Because of these many information goals, there is a need to nurture a comprehensive means of social event, data management, and data streaming.

Several examples of information that is included in HRIS and is gathered from HR departments or the surrounding environment:

- Information about the employee (name, age, qualifications, etc.);
- Sort of employee hired throughout the year;
- Provided development and training;
- Outcomes of the performance review;
- Advancement, downgrade, move, division of workers;
- Financial and non-financial compensation packages are provided;
- Employee turnover and absenteeism;
- Support, wellbeing and wellbeing administrations;
- Accessibility of HR from various sources;
- Facilities for training and development outside the organization are available;
- Expectations from the organization regarding human resources.

1.4 Types of HRIS

Fig 1.5 : Types of Human Resource Information System

1. **Operational HRIS:** HRIS functions that help stakeholders perform certain operations are commonly referred to as Operational HRIS. For example, information kept on software about every staff member enables the management and the organization to locate them in order to carry out particular activities, such as locating individuals in the proper location within the organizational structure. Access to performance data for management and evaluation is also included in the Operational HRIS.

2. **Tactical HRIS:** The processes that managers use to make decisions about how to use resources are taken care of by tactical HRIS. This includes acquiring, job and design evaluation, training for staff members, and the organization's salary and benefits. All of these actions, which are carried out with the assistance of Tactical HRIS, require information about personnel, available jobs within the business, and so on.

3. **3. Strategic HRIS:** Strategic HRIS is used when a company wants to strategically expand or grow. Strategic human resource information systems (HRIS) aid in workforce planning and keep employees informed of available resources for labor.

4. **Comprehensive HRIS:** Comprehensive HRIS is a greater amount of all that engaged with HR activities, including the over three kinds. It goes about as a joined stage with all HR records, representative data, open positions, recruiting and work subtleties, work examination and configuration documents, rules records on representative security, and so forth., It goes about as a spot with all data that can be created whenever to play out any activity.

1.5 Types of HRIS Software

1. **QUIKCHEX:** Quikchex is a human resource management system (HRMS) that is affordable, easy to use, and highly configurable. It was created for Indian businesses with 20 employees or fewer to corporations with more than 2000 employees. The fact that they offer vertically integrated services like Payroll Outsourcing and Compliance Management, both of which seamlessly integrate with their HRMS software, sets them apart from the majority of the other options on this list. They are an all-around option in the market because they provide a mobile application and on-demand account managers who can assist you at any time.
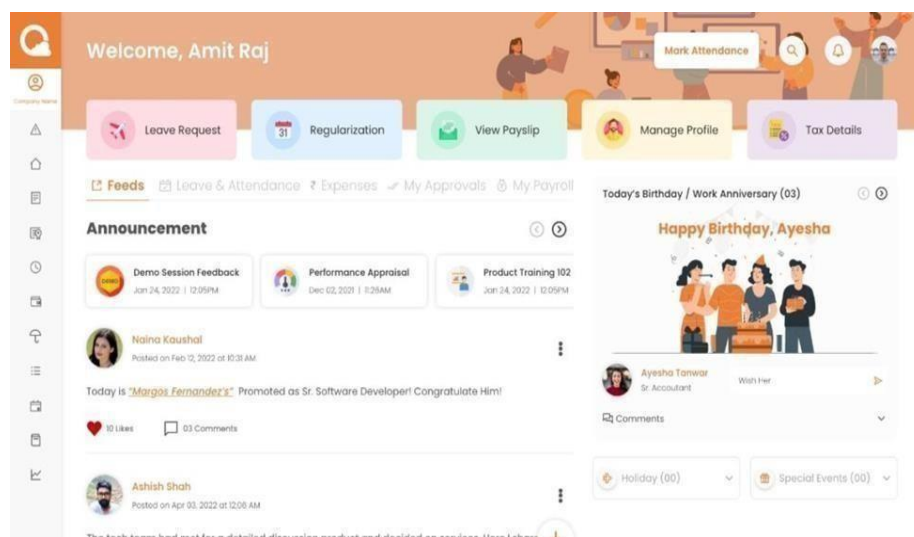

Fig 1.6.1 : Quikchex

2. **GREYTHR:** One of India's oldest HR software solutions for small to medium-sized businesses is GreytHR. They make it possible for users to manage employee data and reports and access them quickly. Because they do not provide niche HRMS modules like PMS and Recruitment, which the majority of growing businesses require as they scale, it may not be suitable as you scale further.
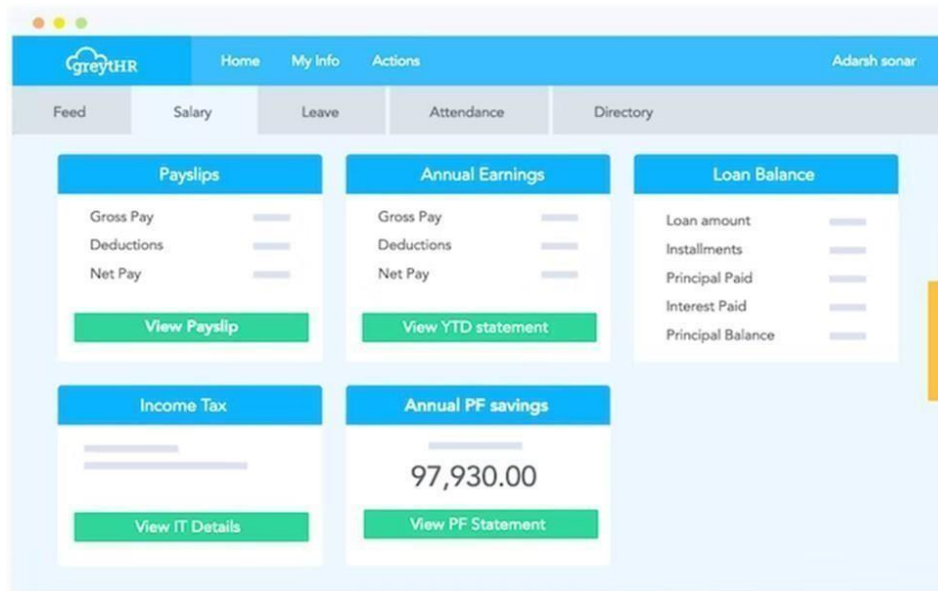

Fig 1.6.2 : GreytHR

3. **DARWINBOX:** In India, Darwin Box is a leading end-to-end HRMS platform for large businesses' intricate business requirements. It is a great alternative to SAP or Workday, two other enterprise-level HCM tools, and it provides its users with a comprehensive HR solution that includes tools like the applicant tracking system and rewards and recognition. Additionally, Darwin Box has a high price tag, making it difficult for most small and medium-sized businesses to afford.
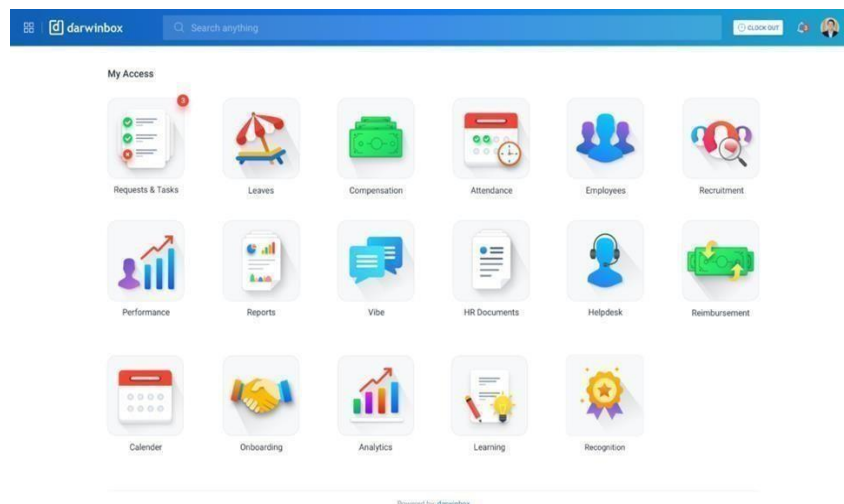

Fig 1.6.3 : Darwinbox

4. **KREDILY:** Kredily is a digital HR workspace in India for small and medium- sized businesses. With highlights, for example, kredily's 'welcome' and 'reach', numerous applications like groups, and other specialized instruments can be effectively supplanted by this HR Programming. They likewise give a payout door arrangement known as 'KREDPAY' which is coordinated into their HRMS. However, this tool does not include many modules, such as PMS, Timesheets, or other fundamental features.
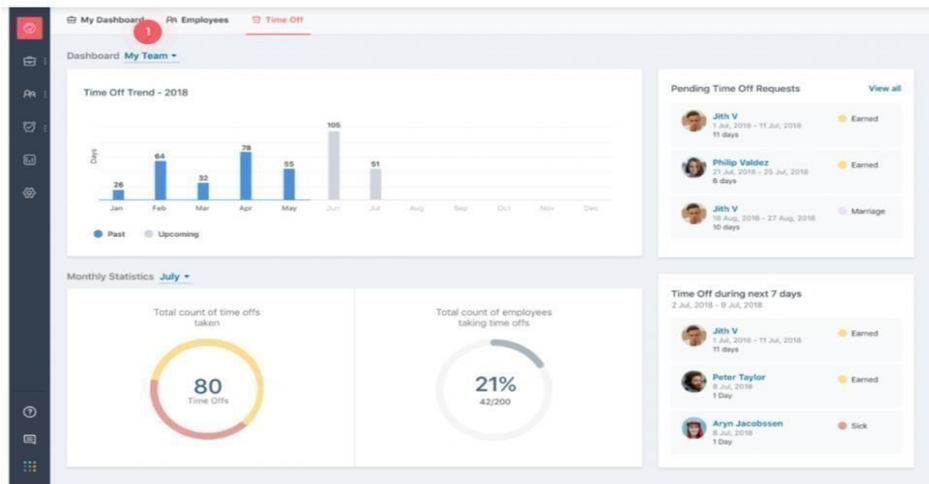

Fig 1.6.5 : SpineHR

5. SPINE HR : Spine HR is one of the more established players in India's HR technology market. They have proven to be a dependable payroll management tool and have primarily been a desktop-based solution. However, Spine HR can be a very complicated tool in a cloud-based environment with a user interface that many modern businesses would struggle to adapt to.

6. RAYZORPAYX Payroll : Razorpay entered the Indian payroll market by purchasing Opfin, a payroll gateway provider for a number of years. Users of Razorpay can take advantage of their comprehensive payroll automation solution, but the company does not offer a full-featured HRMS with modules like attendance tracking, PMS, and other functions due to the fact that it is still in its infancy.
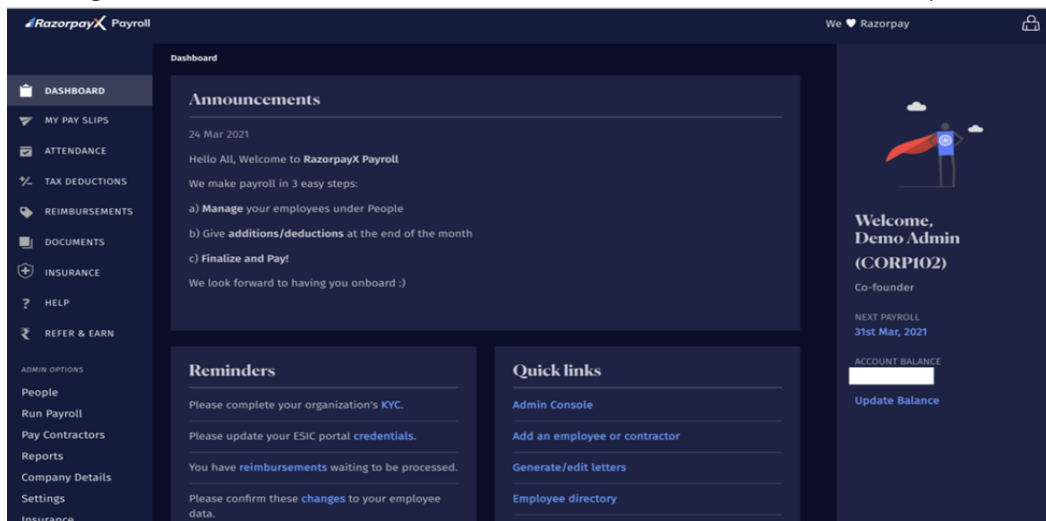
Fig 1.6.6 : Rayzorpayx Payroll

7. HR ONE : HR One, similar to any remaining programming applications this rundown, covers each of the major modules, for example, finance, leave following, reports, etc. They offer a mobile application that is easy to use and lets users configure more than 50 tasks while on the go.
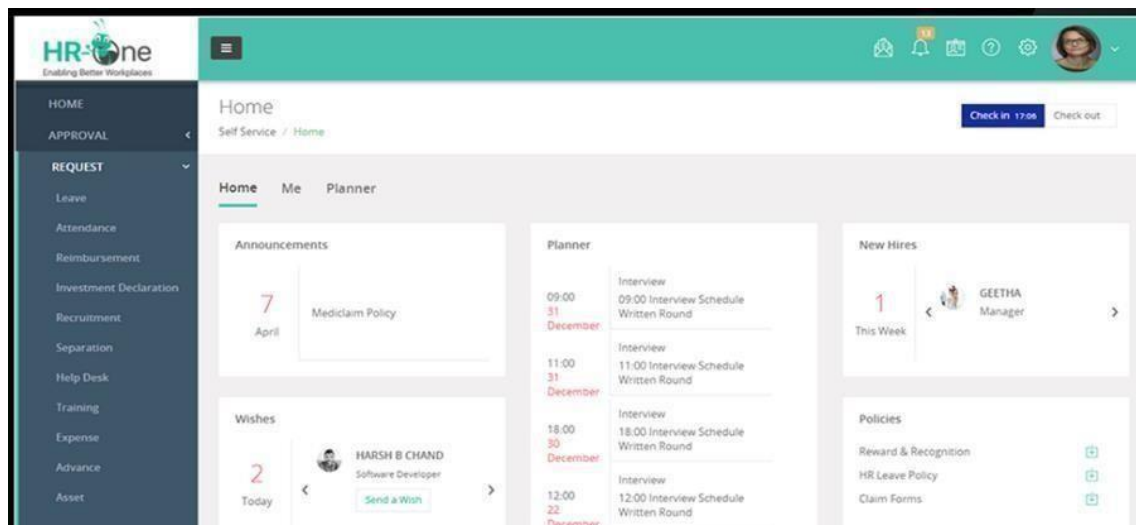
Fig 1.6.7 : HR One

1.6 HRIS implementation in 6 steps

There are several steps to software implementation

1. **Search:** Find out the requirements that each of your stakeholders have for an HRIS before you begin your implementation. You can compile a list of potential service providers on the basis of these prerequisites. You can then welcome these suppliers to make proposition. Ideally, you will have selected a suitable HRIS provider by the end of this phase.

2. **Plan and Align:** In this stage, you pick an execution accomplice, make a controlling council and an execution group. The internal project manager, senior delegates from your chosen HRIS provider, the HR director from your organization, and, ideally, a senior user from your business (optional) make up the steering committee. The execution group's fundamental obligation is chipping away at the everyday assignments that emerge from the execution.

3. **Define and design:** As of now, you really want to determine your client gatherings and guide out your cycles and work processes. Identify the security, system, and functional requirements for your HRIS infrastructure. Also keep in mind that this phase may require you to integrate your HRIS with other systems that are already in place.

4. **Configure and test:** You must establish a core test team during this phase to test your new HRIS and provide suggestions for enhancements. After this, you ought to likewise make a client acknowledgment test, where you can getvarious clients to give feedback.

5. **Train and communicate:** You will need to prepare a training program for your technical staff, a communication plan, a page with frequently asked questions, and other support documents before the Go-live moment.

6. **Deploy and sustain:** When all your help processes are set up, you can authoritatively send off your HRIS. Keep in mind that you should update your training materials to reflect the changing systems and collect feedback on a regular basis. Constant, accurate communication is key here.

2. About the Organization

Fig 2.1 : Company Logo

Techno Electromech Pvt. Ltd. (previously Techno Trade, founded in 1988) founded TECHNO LEDTM in 2008. They began with five employees and have now grown to employ over 300 people in India, U.S and

China. They are one of the major names in the field of LED luminaries, known for their robust setups, growing and rapidly changing technology, satisfied customers and exclusive product range. Since their establishment have been creating history, step by step. Their headquarters at Vadodara consolidates manufacturing, R & D, engineering design and product management along with offices situated at prime locations. They have their representatives in New Delhi, Dubai & Atlanta (USA). They are a proud family owned company which extends their family values into their customer and employee relationship. They work closely with their valued clients, giving each their prompt and efficient solutions and services for any specific requirement. Today, TECHNO LED™ is synonymous to the term trust, because of their team's effort to make a significant difference in the industry. They are proud that their customer are contented. With great pleasure, they want to thank their proficient team and customers for their encouragement and trust. Without them their journey would have been achievable.

LITERATURE REVIEW

1. Andre Petit and Victor (1997)

According to one author, computer-based HRIS workers want to understand how individual/task, organizational, and system conditions interact with one another. For system success, two measures are used: individual/task and organizational circumstances, size, availability of internal user assistance, and organizational computer experience. Third would be conditions engagement, training, support, documentation, and application development. According to the study's findings, conditions were discovered to be the most significant drivers of success.

2.Asoke and Sathiyanarayana (2007)

An author analyzed the challenges an organization faced when implementing HR technology. Association required application arranged programs like HR entry SAP HR Module that coordinates all areas of business. The HR Portal and the Employee Self Service (ESS) Module will function as a single-entry point for personalized and customized information.

3.John Edwards (2008)

An author suggested that HRMS accelerates HR activities by streamlining processes, reducing errors, collecting more data, enhancing budgeting, facilitating access, enhancing distribution, reducing duplication, enhancing security, facilitating better hires, facilitating compliance, and raising employee morale.

4.K P Tripathi (2011)

An author analyzed the role that management information systems (MIS) in human resources and created an MIS model to maintain control over how employees work at different levels. Birla Corporation Ltd. tried the system, and it helped them make good decisions about recording and capturing human resource attendance.

5. Obeidat, Bader Yousef (2012)

An author investigated the relationship between Human Resource Information Systems (HRIS) and Human Resource Management (HRM). It was determined that human resources functionalities are related to performance development, knowledge management, and records and compliance as dimensions of human resources information systems.

6.Dr. Shikha N. Khera and Ms. Karishma Gulati (2012)

An author made research on Human Resource Information System and its impact on Human Resource Planning: A perceptual analysis of Information Technology companies and concluded that HRIS identifies occupied and unoccupied positions in an organization very effectively and accurately.

Aim of study:

1. To comprehend why HRIS is necessary for contemporary companies.

2. Understanding the Human Resources Information System apps and tools.

3. To comprehend the advantages of HRIS.

4. Learn about several forms of HRIS software. To learn how to implement HRIS in an organization.

5. To understand the applicability of different software's.

6. To develop the system that will evaluate and rank employee's performance.

7. To reduce paper management of employee's records.

Scope of Study

HRIS has become exposed as a product bundle which gives selective highlights which helps the HR experts to fix, sort and adjust their information assets. Most organizations use this tool for data tracking, data information requirements, and data entry. HRIS stage can be used by any HR proficient for putting away and gathering significant information, further developing work quality and for smooth work process and in this way, it brings savvy and subjective arrangements by opportune controlling and dealing with the undertakings, supervising and continuous portion of assets to support the organization as well as the representatives.

This project's overall goal is to get extensive analysis and knowledge regarding the effective and efficient use of HRIS.

However, some possible areas of scope that could be included in such a report are:

1. HR information and communication system.

2. Implementation and adaption.

3. Data analysis and reporting.

4. Future trends and development.

Research Design

In my research I have used descriptive and exploratory research for data analysis.

Collection of Data

Primary data : The primary data collection method used for carrying out this research is questionnaire.

Secondary data : The secondary data collection method used for carrying out this research is Internet, Case Studies, Literature reviews, Articles etc.

Sampling Design & Size

Sampling Design : Convenience sampling

In convenience sampling, the sample consists of individuals who are most accessible to the researcher.

Sample Size : 25

Data Collection Instruments :

For this research I have used questionnaire with the help of Google forms as our data collection tool.

Data Interpretation :

1.Does your organization currently have a Human Resource Information System (HRIS)?

Table 1.1 : Data representing responses whether organization currently have a Human Resource Information System (HRIS)

Opinion	No. of Employees	Percentage (%)
Yes	25	100
No	0	0
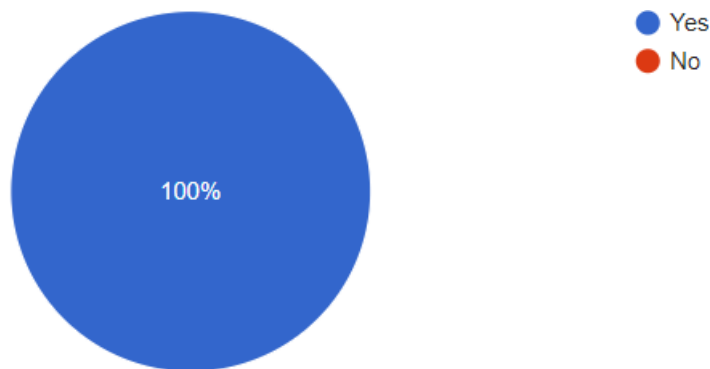
Fig. 1.1: Graphical representation of responses

ANALYSIS:

Based on the facts presented above, we can conclude that all respondents agree that their organization is currently using HRIS.

2. How long have your company been using Information System?

Table 1.2 : Data representing responses of time period since company usingInformation System

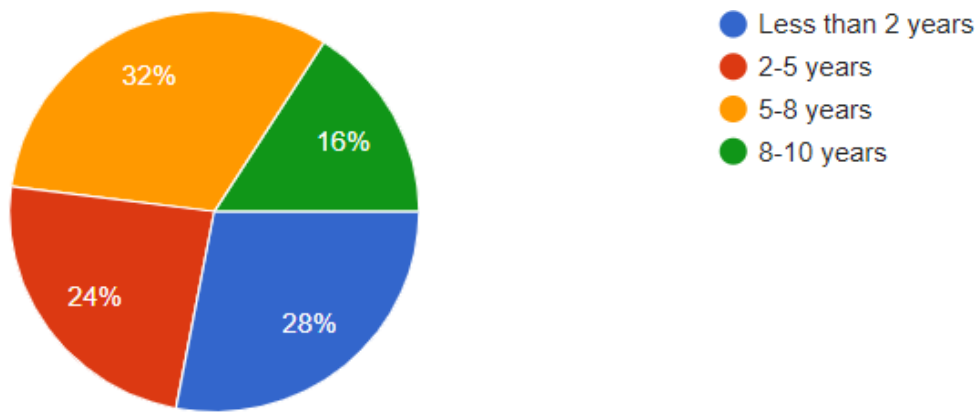| Opinion	No. of Employees	Percentage (%)
Less than 2 years	7	28
2-5 years	6	24
5-8 years	8	32
8-10 years	4	16

Fig. 1.2: Graphical representation of responses Analysis

Here we received 50-50% opinions where we can say that around 50% of respondents states that there company has been using HRIS since 5-10 years while others states that there organization has recently installed HRIS.

3. What functions does your HRIS support? (Select all that apply)

Table 1.3 : Data representing responses of the functions that HRIS support

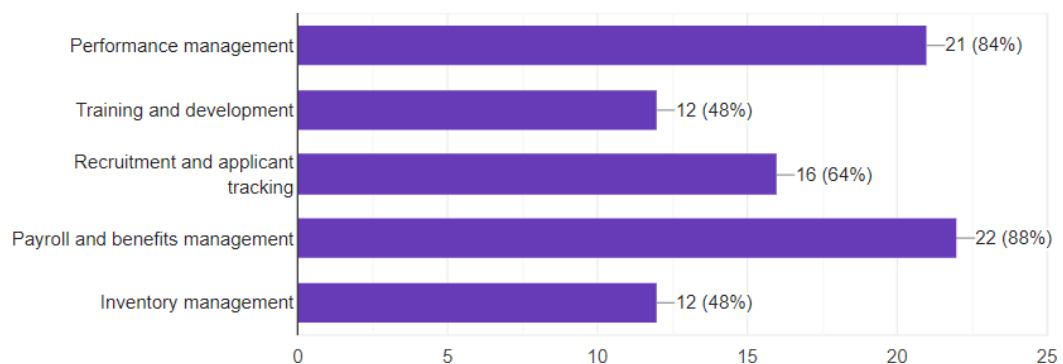| Opinion	No. of Employees	Percentage (%)
Performance management	21	84
Training and development	12	48
Recruitment and applicanttracking	16	64
Payroll and benefits management	22	88
Inventory management	12	48

Fig. 1.3 : Graphical representation of responses

INTERPRETATION

From the above data we can interpret that there is a mixed opinions from the respondents in which around 80% of respondent's states that there HRIS performs multiple operations while 20% of respondents' states that there HRIS supports specific activities like training & development and inventory management.

4. How does your HRIS support HR activities in your organization?

Table 1.4 : Data representing responses of the HR activities supported by HRISin organization.

| Opinion	No. of Employees	Percentage (%)
It helps to increase employee andsatisfaction	3	12
It enhances compliance with legal and regulatory requirements	3	12
It improves accuracy and efficiency inHR processes	3	12
All of the above	16	64
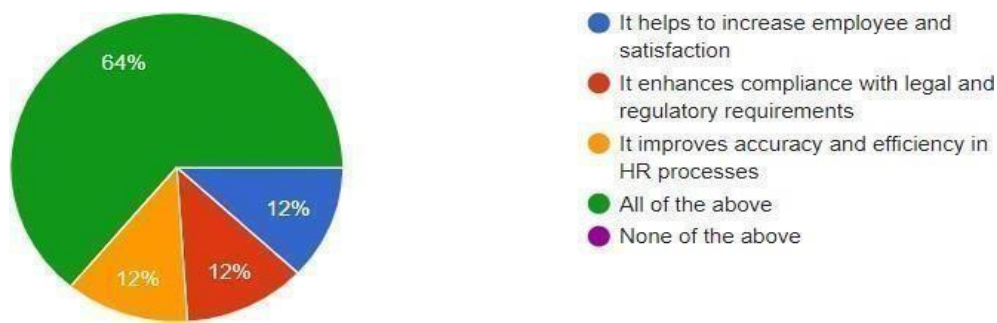
Fig. 1.4: Graphical representation of responses

Interpretation: -

From the above data we can say that 64% of respondents agrees that there HRIS supports multiple HR activities while 36% respondent's states that there HRIS performs only specific operations like compliance with legal regulations as well as helps in increasing employee satisfaction and their working accuracy.

5. What are some limitations or challenges with your current HRIS? (Select all thatapply)

Table 1.5 : Data representing responses of limitations of HRIS.

Opinion	No. of Employees	Percentage (%)
Limited customization options	14	56
Lack of integration with other organizational systems	9	36
Resistance to change fromemployees	10	40
High implementation and maintenance costs	3	12
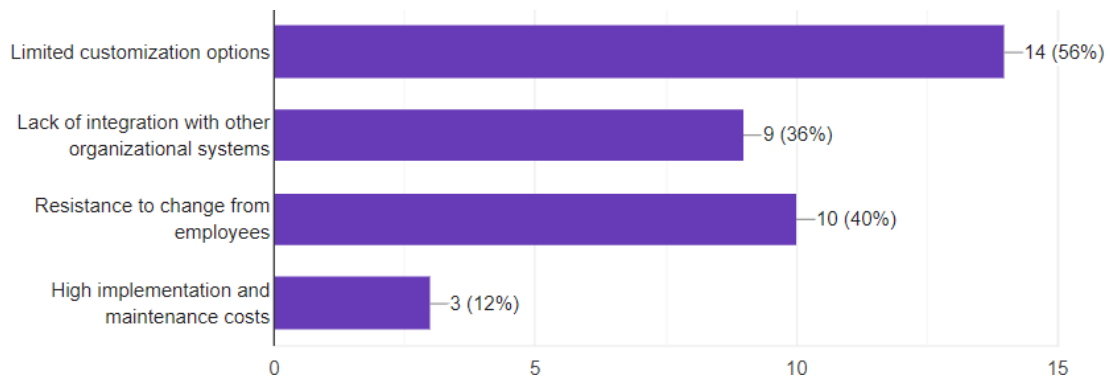
Fig. 1.5 : Graphical representation of responses

1) Interpretation

From the above data we can say that there are some limitations to HRIS installed in an organization. Majority of respondents states that it has limited customization options and difficult to integrate with other organizational system while few respondents states that some systems has high implementation and maintenance cost.

6.What security measures are in place to protect confidential employee informationwithin your HRIS?

Table 1.6 : Data representing responses regarding security measures taken toprotect confidential employee information.

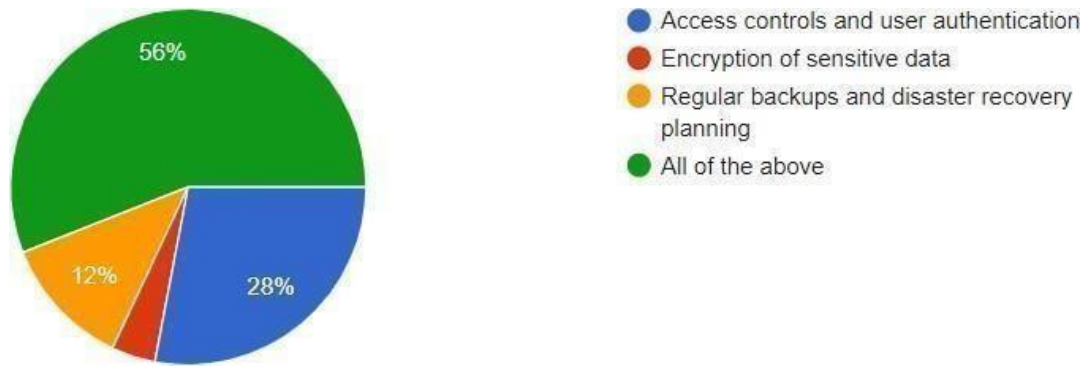| Opinion	No. of Employees	Percentage (%)
Access controls and user authentication	7	28
Encryption of sensitive data	1	4
Regular backups and disaster recoveryplanning	4	12
All of the above	14	56

Fig. 1.6 Graphical representation of responses

1) **Interpretation: -**

From the above data we got to know the types of security measures provided by HRIS to protect confidential employee information. From statistical data we also determined the % of each security measures to which employees accept more.

7. Does HRIS help your firm to get rid of mistakes or erroneous problems?

Table 1.7 : Data representing responses of whether HRIS help to get rid of mistakes.

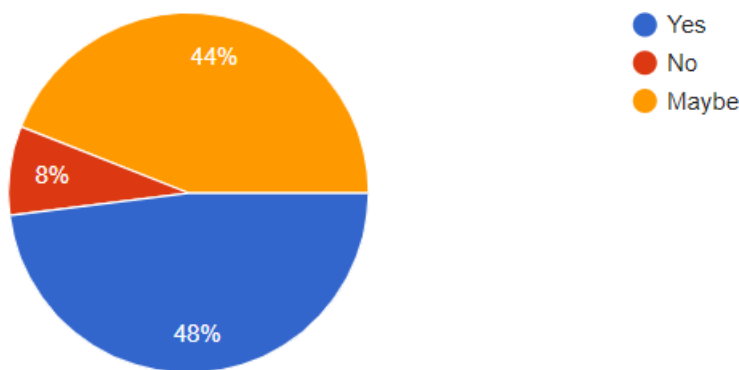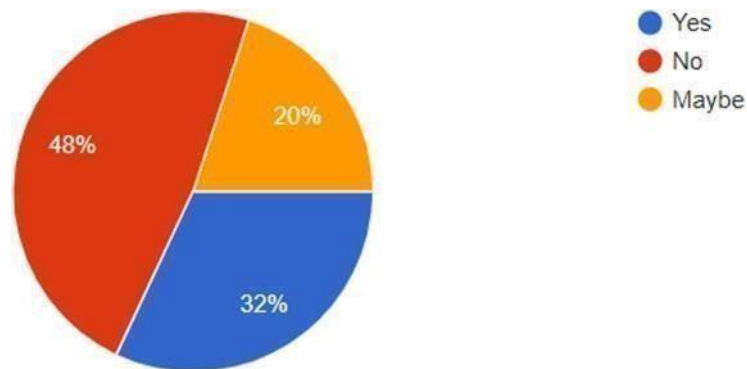| Opinion	No. of Employees	Percentage (%)
Yes	12	48
No	2	8
Maybe	11	44

Fig. 1.7 Graphical representation of response

2) Interpretation

From the above data we can reveal that in majority of % HRIS can help respondentsto solve enormous problems and prevent them from making mistakes.

8. Do you considered upgrading or replacing your current HRIS?

Table 1.8: Data representing responses of whether to upgrade or replacecurrent HRIS.

Opinion	No. of Employees	Percentage (%)
Yes	8	32
No	12	48
Maybe	5	20

Fig. 1.8 Graphical representation of responses
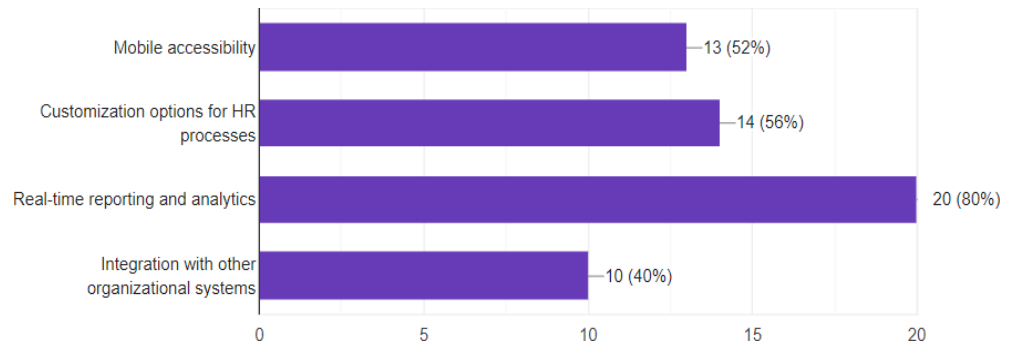
3) Interpretation: -

From the above data we can interpret that 48% of respondents doesn't want to upgrade their HRIS while rest 52% of respondents reveals that it would be great if there HRIS get replaced or upgraded and will them to perform their jobs more efficiently.

9.What key features would you like to see in an ideal HRIS? (Select all that apply)

Table 1.9 : Data representing responses regarding key features that HRISshould support.

Opinion	No. of Employees	Percentage (%)
Mobile accessibility	13	52
Customization options for HR processes	14	56

| Real-time reporting and analytics	20	80
Integration with other organizational systems	10	40

Fig. 1.9 Graphical representation of responses

4) Interpretation: -

From the above data we can disclose the key features that respondents would like to see in their HRIS. We received a mixed opinions where 80% of respondents want real time processing and analytics while 20% would go easy mobile accessibility and customization options.

10. What factors influence the decision to upgrade or replace your HRIS? (Select allthat apply)

Table 1.10 : Data representing responses regarding the factors that influence toupgrade or replace HRIS

Opinion	No. of Employees	Percentage (%)
Poor user adoption and satisfaction	7	28
Need for new features and functionality	17	68
High implementation and maintenance costs	9	36
Lack of integration with other organizational systems	4	16
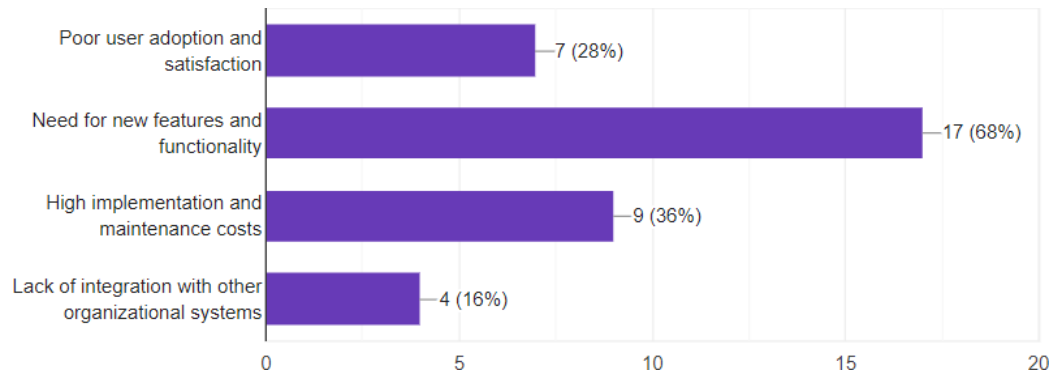
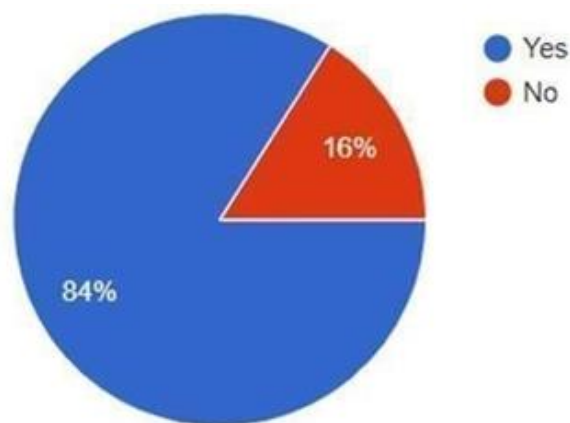**Fig. 1.10** Graphical representation of responses

5) **Interpretation**: -

From the above data we can determined the factors that influence the respondents to replace or upgrade their HRIS. To meet the changing demands of market easily technological upgradation is necessary and majority of respondents want their HRIS with new features that can help them to perform their jobs effectively as well as such systems that requires less maintenance.

11.Does the HRIS provide the customers with updated information in a quickinterval?

Table 1.11 : Data representing responses that whether HRIS supports customers.

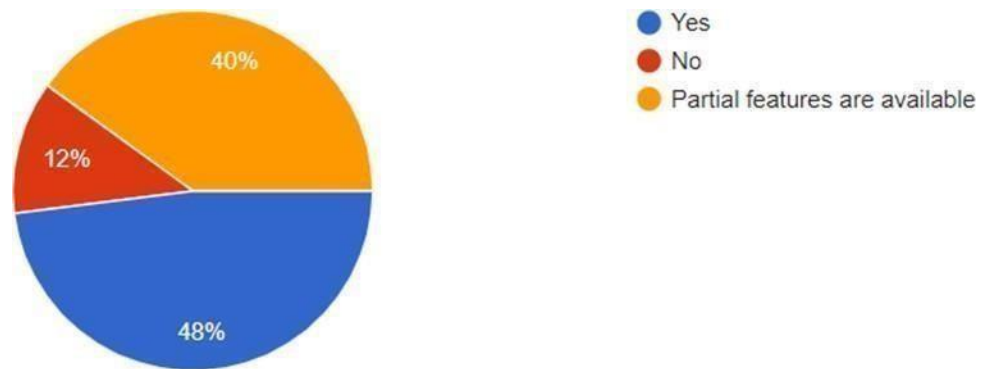| Opinion	No. of Employees	Percentage (%)
Yes	21	84
No	4	16

Fig.1.11 Graphical representation of responses

6) Interpretation: -

From the above data we can say that with proper use of HRIS an organization canconstantly provide their customers with updated information.

12. Current HRIS systems support life cycle updates (confirmation, transfer, promotion, and leave) as well as comprehensive workflow-based cycles based on employee type (Gig, Fulltime, Contractual).

Table 1.12: Data representing responses regarding common features supportedby HRIS.

Opinion	No. of Employees	Percentage (%)
Yes	12	48
No	3	12
Partial features are available	10	40

Fig. 1.12 Graphical representation of responses
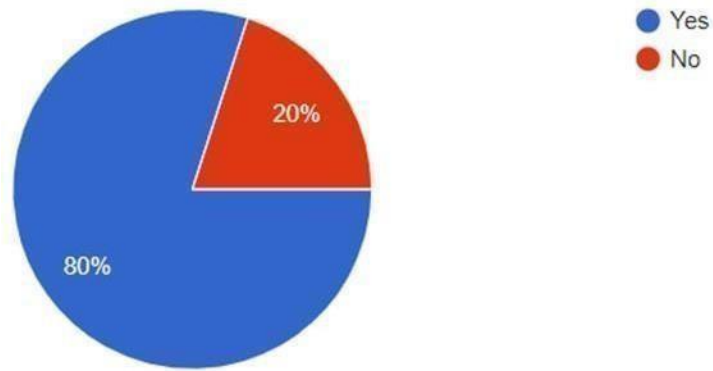
7) Interpretation: -

From the above data we can determine the respondents answers regarding commonfeatures supported by HRIS.

13.Does your organization provide any sort of assistance/training to you?

Table 1.13: Data representing responses regarding whether organizationprovide assistance or training.

Opinion	No. of Employees	Percentage (%)
Yes	20	80
No	5	20

Fig. 1.13 Graphical representation of responses

Analysis:

Based on the statistics shown above, we can conclude that 80% of respondents agree that their organization gives training to ensure proper comprehension of HRIS, whereas 20% disagree.

14. What kind of training and support is provided to you by your organization toensure that you can use your HRIS effectively?

Table 1.14: Data representing responses regarding types of training provided byorganization.

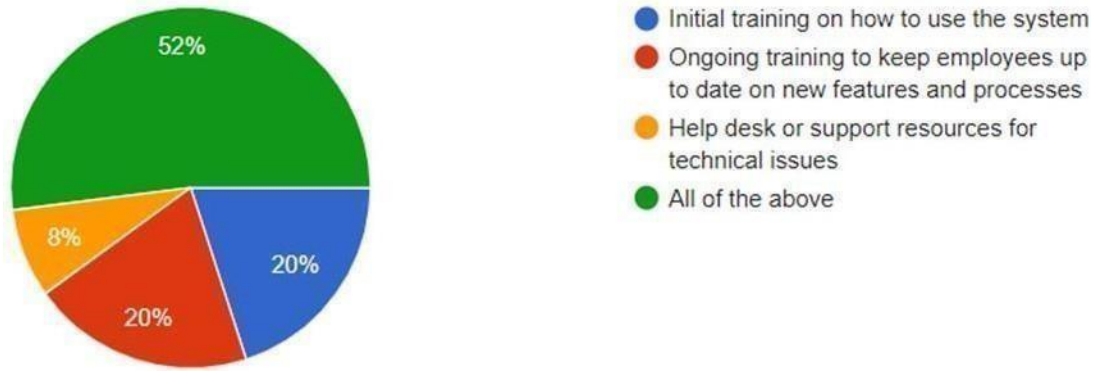| Opinion	No. of Employees	Percentage (%)
Initial training on how to use the system	5	20
Ongoing training to keep employees up to date onnew features and processes	5	20
Help desk or support resources for technical issues	2	8
All of the above	13	52

Fig. 1.14 Graphical representation of responses

8) Interpretation: -

From the above data we can interpret that there is a mixed opinions regarding types of training. 52% of respondent's states that their organization provides all types of training while 20% each state that their organization support them through initial training and ongoing training to keep them up to date.

15. What changes in your working speed do you see after using HRIS in yourorganization?

Table 1.15 : Data representing responses regarding changes in working speed ofrespondents.

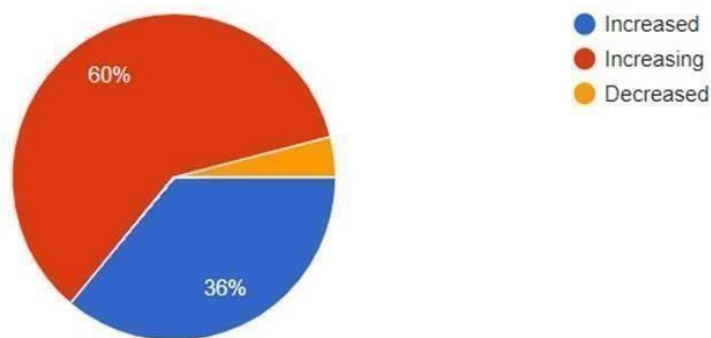| Opinion	No. of Employees	Percentage (%)
Increased	9	36
Increasing	15	60
Decreased	1	4

Fig. 1.15 Graphical representation of responses

9) Interpretation: -

From the above data we can determined that 60% of respondents reveals that their working speed has been increasing after using HRIS and 36% feels that their speed and efficiency has already been increased.

Findings:

- The Human Resource Information System, which consolidates employee data and other relevant records, was developed as a result of this study. The developed system was used to manage, validate, and maintain employee data, including personal, educational, employment, and learning development interventions and training programs.
- A HRIS server can be installed locally or online. Employees will be granted user access to update employee records, track leave credits and benefits, submit online applications for leave of absence, and stay informed about activities and announcements. Direction and user trainings will be led with individuals from the organization to acclimate the work force to the use of the HRIS.
- All of the IT and HR professionals who evaluated the system gave the HR system's functionality an excellent rating.
- For the course of execution, the created framework was planned to be utilized in view of the requirements of the association's Human Asset capability. The framework - data sources and cycles for public or confidential association/office can be integrated into the HRIS framework.

Conclusion:

- The Human Resources Information System is critical for any good organization to ensure effective people management and, as a result, gain a competitive advantage in the corporate sector. • Business owners should view it as an investment rather than an expense. If this method is followed meticulously, it will assure the growth of people' competencies while also providing the organization with a competitive advantage. The investigation of human resource information systems is a useful step toward the advancement of human resource information systems and their practices. Having such a sophisticated understanding will also allow you to create more understandable human resource information system apps.
- Therefore, the importance of HRIS and its usage in HR processes has emerged as an important module for discussion, debate and research among all information technologists, management thinkers, corporate giants and host of others who are using HRIS for gaining a competitive advantage in various domains of HR processes especially in software companies.

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