



Human Resource Information System – A Study

I. Masilla Rajan, S. Prithivirajan and S. Saradha

Dr.MGR Educational and Research Institute University, Chennai-95.

Abstract:

HRIS can be briefly defined as integrated systems used to gather, store and analyze information regarding an organization's human resources. HRIS "One which is used to acquire, store, manipulate, analyze, retrieve and distribute information about an organization's human resources." 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.