HUMAN RESOURCE INFORMATION SYSTEM

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PREFACE

The role of Human Resource Management is rapidly changing, and the use of information technology has completely changed how businesses run. Human Resource Management has always been changing; in the modern world, HR is more than just a support function; it now plays a strategic role. The human resources function mainly handles matters pertaining to employees, employers, and other individuals associated with the organisation. Its goal is to raise worker performance and productivity while bringing the workforce into line with the company's objectives.

Recruitment and selection, compensation, general administration, employee welfare and involvement, communication, organisational development, performance management, employee motivation, rewards and recognitions, and training and development are just a few of the people-related issues that are handled by HRM functions in an organisation.

Human resources information systems, or HRIS systems, were among the first commercial software solutions created in the 1980s. Why? One of the departments in any organisation with the highest administrative workload back then was and still is HR. In addition to being overburdened with paperwork and record-keeping, human resource personnel are also responsible for protecting some of the most sensitive and valuable data about their applicants and employees.

The Human Resource Information System, or HRIS, is a specially created software programme that aids businesses in automating and managing their payroll, accounting, management, and human resources processes. By automating crucial HR procedures including hiring, training, manpower planning, performance evaluation, and job analysis & design, HRIS has an impact on the effectiveness of people, processes, and important organisational strategies.

Objectives:

- To understand the concept of Human Resource Information Systems
- To familiarize the applications of HRIS in Organizations

Abbreviations

Accounts Payable (AP)

Accounts Receivables (AR)

Artificial Intelligence (AI)

Balanced Scorecard (BSC)

Bring Your Own Device (BYOD)

California Consumer Privacy Act (CCPA)

Computer Based Training (CBT)

Core Value Determinants (CVDs)

Customer Relationship Management (CRM)

Database Management System (DBMS)

Discounted Cash Flow (DCF)

Employee Self-Service (ESS)

Employment Equity Computerized Reporting System (EECRS)

Enterprise Resource Planning (ERP)

Explanation of Benefits (EOB)

General Data Protection Regulation (GDPR)

Governance, Risk, and Compliance (GRC)

Hindustan Machine Tools (HMT)

Human Resource (HR)

Human Resource Management (HRM)

Human Resource Management Information Systems (HRMIS)

Human Resource Planning (HRP)

Human Resources Information System (HRIS)

Human Resources Management Systems (HRMS)

Human Resources Planning (HRP)

Image Processing (IP)

Information System (IS)

Local Area Network (LAN)

Low And Middle Incomes (LMIC)

Machine Learning (ML)

Management By Objectives (MBO)

Markets, Manpower Planning (MPP)

Master Data Management (MDM)

Motor Vehicle Accident (MVA)

National Institutes of Standards and Technology (NIST)

National Occupational Classification (NOC)

Natural Language Processing (NLP)

Net Present Value (NPV)

Optical Character Recognition (OCR)

Oracle Inventory Management (INV)

Order Management (OM)

Personnel Administration Data Systems (PADS)

Personnel Planning Data Systems (PPDS)

Primary Health Care Information System (PHCIS)

Random Access Memory (RAM)

Request for Proposal (RFP)

Role-Based Access Controls (RBAC)

Shipping Execution (WSH)

Software As A Service (SaaS)

Supply Chain Management (SCM)

Technology Adoption (TA)

Technology Transfer (TT)

Technology Transfer Life Cycle (TTLC)

Technology Transfer Steering Committee (TTSC)

Total Quality Management (TQM)

Virtual Private Network (VPN)

Voice Over Internet Protocol (VoIP)

World Health Organization (WHO)

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