

HUMAN RESOURCE INFORMATION SYSTEMS DEVELOPING OF ORGANIZATION

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Abstract. Human Resource Information System (HRIS) should lead to valuable outcomes for the organization. Decreased costs, improved communication, and decreases in time spent on mundane activities should create an environment wherein the Human Resources (HR) department would play a more strategic role in the organization. HRIS has not yet reached its full potential in this environment.

Key words: Definition, Evolution, Benefits, HRIS in Banking Sector

Introduction. The use of Human Resource Information Systems (HRIS) has been advocated as an opportunity for human resource (HR) professionals to become strategic partners with top management. The idea has been that HRIS would allow for the HR function to become more efficient and to provide better information for decision-making. The question remains whether HRIS has fulfilled its promise.

Definition for HRIS. HRIS which automatizes most of the parts of HRM process, recruitment, employee management, payroll management, employee scheduling, learning & development management, training, performance evaluation, analysis of data, reporting of data and database collection &, management etc. It is also an efficient way to centralize the entire HRM process and the data which is generated in this process.

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Human Resource Information entails detailed records of personnel or employees that are useful to their employment period since engagement to the organization to their retirement.

Evolution of HRIS. DeNisi et al., (2014), says the field of HRM initially formed and known as *Personnel Management* has experienced many transformations through decades, while many theories, approaches and practices have been developed which have set HRM from an important maintenance function to a source of sustained competitive advantage for organizations. Papalexandri and Bourantas, (2002) says, HRM is an inevitable component of an organization that aims, with an application of a series of activities, to manage people and works towards desired ends. The existence of Dessler, (2013), HRM is linked to the beginning and growth of an organization, defined as a formal constitution of people that work together to achieve the organization's goals. According to Deadrick & Stone, (2014), while its origins appearance is dated in the 19th century, during the industrialization period in the USA, however its roots are traced in the late medieval period, but it had been only in the beginning of the 20th century that had shaped its scope and been introduced in the scientific field. Katou, A. (2017), Preceding World War II HR experts (which were alluded to "work force" staff) performed fundamental worker record keeping as an assistance work with restricted collaboration with center business missions. Introductory projects to oversee data about staff were much of the time restricted to representative names and addresses, and maybe some business history, regularly wrote on 3x5 note cards. During the 1980s, office robotization was started in numerous enormous organizations. This prompted the expanded improvement of HRISs says Katou, A. (2017).

HRM refers to Strategic Human Resource Management (SHRM). The term derives by the combination of organization's strategy with HRM. In other words, SHRM includes strategy, integration, and competitive advantage to the HRM. In

general, SHRM is the implementation of HRM policies and practices so that the organization's strategy and effectiveness will be accomplished through the strategic management approach HRM is an organization's function that refers to managing relations between various stakeholders and environments. Therefore, it holds a pluralistic role as it aims to fulfil many objectives at various levels

Benefits of HRIS. HRIS - is the integration of human resources and Information technology. HRIS helps the companies in tracking and managing the data of employees, accounting, and payroll. The various information of the employees is collected at one place like his personal details, department of work, job profile, etc. which help the companies to take the decisions and make changes and trends says Michael, K. J., & Mohan, T. (2010) in their study.

The various benefits of it for banking institutes or other businesses are –

- They get the people-related data at one place as they do not need to check all the files and spreadsheets for finding out something.
- It will help in timesaving.
- This will help the HR department to focus on important and strategic HR tasks.
- This will also increase the employee satisfaction as the employees can access to the benefit of company.

It aims to provide a one stop destination for managing the organization's employee information and streamlining all the personnel administration work. Apart from relevant employee details (Personal, qualification, Previous Employment and Family details), it also manages leaves, attendance, payroll, reimbursements, and employee dossier.

HRIS in Banking Sector. Many organizations worldwide have adopted the new technology in handling HR information by 1980's 40% of United States (US) corporations had HRIS. The survey on the study on the use and impact of HRIS on human resources management professionals by Hussein, I (2008) banking institutions usage. Therefore, the findings indicates that the HRIS technology has

been well embraced and is equally and practical potential and is equally and practically potential for any organization's success regardless of the firm size. Moreover, in assessing the level of computer knowledge acquired by individual employees, the findings reveal that 90% of employees had enough basic computer knowledge as every employee possess a desktop computer through the HRIS. Furthermore, the system eased management communication both ways, bank representative and HR due to its nature of being fast and easy to use, and everybody reaches it. Also, the system helped so much in administration of benefits and allowances of employees. Due to accurate data storage, processing, and easy retrieval. HR managers are able to process HR information easily in the fastest way that may assist them to plan and make strong decisions and hence minimize costs by ensuring that the bank has got minimum number of employees basing on the activities available. Further, it assists them to communicate with each other easily and enhance administrative efficiency hence organizational effectiveness says Hussein, I (2008).

Due to their popularity today, there are various HRIS benefits in the banking market catering to either the entire plethora of HRM process or some of its parts, but regardless the basic HRIS features remain the same.

Conclusion. Based on a sample of HR directors, the results concerning the impact of HRIS in a public sector setting are encouraging, but mixed. The directors overall are satisfied with the system, but don't yet see many benefits from its usage outside of its effect on information and information sharing. Part of the problem may stem from the type of organizations that were sampled. Recruiting, hiring, and training probably are handled somewhat differently for public sector employees as compared to employees of private sector organizations, so HRIS in its current form may not yet have had much positive impact in these areas. Yet, it appears that there is potential for these benefits, as a large majority of the directors believed that the HRIS was not being fully utilized.

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