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## ISSUES AND CHALLENGES IN IMPLEMENTATION OF HRIS

<sup>1</sup>Dr. Swati Singh, <sup>2</sup>Tapasya Saxena

Faculty, Department of management studies, Galgotias College of Engineering & Technology, Greater Noida<sup>1</sup>,  
Student, Department of management studies, Galgotias College of Engineering & Technology, Greater Noida<sup>2</sup>

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### ABSTRACT

Primary objective of the study was to examine the Issues and challenges in implementation of HRIS (Human Resource Information System) in the organization. For this purpose, the data was generated from 50 respondents with the help of structured close ended questionnaire, and interviewing senior staff members within the organization.

The data was analyzed with the help of statistical techniques such as ANOVA, and measure of central tendency using SPSS SOFTWARE.

The study findings suggest that the HRIS implementation is having various challenges for top management, like employee resistance towards implementation, lack of skilled staff in technical problems. Our statistical analysis concluded that experience is not a factor of HRIS implementation, organization does not able to utilize it up to optimal level and HR planning is not related in reducing recruitment cost.

**Key words: HRIS, Implementation, Recruitment cost, HR planning, optimal utilization**

### LITERATURE REVIEW

During the study various research papers has been reviewed and taken in consideration for a better understanding and a better analysis, some of them which having contrary results while some research papers support's the current study. Previously published paper, *Measuring the effectiveness of HRIS practices in business organization: A study on context of a developing country*,(In international journal of business innovation & research, 2013) concluded that there is a moderate and positive impact of MIS effectiveness in an organization, Size of an organization does not play role on the impact of MIS on HR function. Higher experiences improves the perception of employees towards MIS in organization

Another paper, *The role of human Resource Information System (HRIS) in organization: A review of literature*, (by halil Buzkar, 2016), suggests that Information system becoming very important for the organization, become inevitable for organization, because HRIS helps in attaining goals easily Most of the previous papers support study of our current paper, which concluded that organization will not able to use at its optimal extent, and communication does not play significant role in organization

### INTRODUCTION

The last decade has seen a significant increase in the number of organizations gathering, storing and analyzing human resources data using Human Resource Information Systems (HRIS) . Strategic value can be derived using HRIS tools that assist decision-making concerning vital HR functions . HRIS gave the information needed the strategic planners to forecast future workforce demand and supply. Considering it as a tool that helps employers in retaining the right employees. Paying, them competitive salaries compared to the market, and training them to develop their skills and abilities to carry out their existing and future jobs do it. To ensure that management practices support business needs, organizations must continually monitor changing

environmental conditions and devise HRM strategies for dealing with them. Human Resource Planning is the procedure used to tie human resource issues to the organization's business needs.

Human Resource Information Systems (HRIS) have become one of the most important tools for many businesses. Even the small, 20-person office needs to realize the benefits of using HRIS to be more efficient. Many firms do not realize how much time and money they are wasting on manual human resource management (HRM) tasks until they sit down and inventory their time. HRIS is advancing to become its own information technology (IT) field. It allows companies to cut costs and offer more information to employees in a faster and more efficient way. Especially in difficult economic times, it is critical for companies to become more efficient in every sector of their business; human resources (HR) are no exception. To increase the effectiveness of HRM, organizations are becoming more and more dependent on HRIS . At the functional level, HRIS can keep track of employees, applicants, and contingent workers qualifications, demographics, performance evaluation, professional development, payroll, recruitment, and retention

### **OBJECTIVE OF THE STUDY**

To explore the various issues and challenges in implementation of HRIS in the organization

To know the possible reason of resistance towards HRIS

To explore if experience and other factors play a role in creating a perception towards HRIS in organization

### **RESEARCH METHODOLOGY**

Sampling method used is Non-Probability convenience sampling. Data collected through the questionnaire provided standard data allowing easy comparison. Data from managers which are responsible for taking decisions on the basis of information provided by management information system was gathered by direct interviewing and observation method.

To test the likelihood that the characteristics of the sample founded in the population a statistical method has been used Data gathered from questionnaire was used to find dependant and independent variables in the relationships and the validity of the relationships of proposed conceptual framework.

### **DATA COLLECTION**

Direct interviewing of senior managers and non probability sampling was used to collect primary data which took 45 days through 50 respondents who all are employees of organisation. Close ended questionnaire containing 16 questions is used. SPSS (Statistical package for social sciences for Regression, ANOVA), Google Analytics, Window 10, 64-bit architecture.

### **BASES OF CONCLUSION**

Null and Alternate Hypothesis formulation and evaluation, evaluating the significance of data recorded.

Following three basis of research

- 1) Experienced employees perceived HRIS as a helpful and for their working
- 2) Use of HRIS upto optimal level
- 3) Impact of HR Planning on recruitment cost

**DATA ANALYSIS**

**(Mean) MIS role in reducing recruitment cost**

Response	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
Mean	2.23	4.41	4.70	3.01	2.32

**Means Recruitment**

Experience-	Fresher	0-5 year	6-10 year	11+	Total
Mean	3.607	3.66	3.80	3.87	3.735
Standard deviation	.475	.428	.352	.433	.402

**Means Planning**

Experience-	IT	HR	Marketing	Operation	Total
Mean	4.25	4.21	4.068	4.0833	4.115
Standard deviation	.250	.336	.314	.381	.312

On the data gathered, ANOVA is used to compares the actual difference between two means in relation to the variation in the data (expressed as the standard deviation of the difference between the means).

Data Analysis tools'

SPSS (Statistical Package for Social Science) is used to analyze data set and variables

**Hypothesis 1**

Experienced employees perceived HRIS as a helpful and for their working

H0:- Experience does not play a role in HRIS implementation

H1:- Experience plays a role in HRIS implementation

**Hypothesis 2**

Use of HRIS upto optimal level

H0:- Organization does not utilizes HRIS upto optimal level

H1:- Organization utilizes HRIS upto optimal level

**Hypothesis 3**

Impact of HR Planning on recruitment cost

H0:- Effective HR Planning does not reduce recruitment cost

H1:- Effective HR Planning reduces recruitment cost.

If null hypothesis will we found correct then alternate hypothesis will be rejected, or vice-versa. Only one hypothesis at a time can be accepted.

Conditions for rejecting null hypothesis:-

Value of T-test & ANOVA will be  $<0.05$ , **Reject Null hypothesis**

Value of T-test & ANOVA will be  $>0.05$ , **Accept Null hypothesis**

## **DATA INTERPRETATION**

Result findings will be based on ANOVA and other statistical methods applied on data to check the significance level of the data obtained, the value obtained by analyzing data will be compared and if values would be  $<0.05$  data is significant and Null hypothesis will be rejected, and if values  $>0.05$  data is not significant and Null hypothesis will be accepted.

### **DATA INTERPRETATION (INTERVIEW)**

- 1.) After adopting HRIS in organization first of all the primary benefits is the reduction in the paper work of the organization.
- 2.) Cost of recruitment to the traditional methods of recruitment then there is a clear picture that recruiting 3.) Cost will be decreased into half by implementing new systems
- 4.) It will goes extremely well in aligning HR strategy with HRIS.

#### **Hypothesis 1**

Experienced employees perceived HRIS as a helpful and for their working

H0:- Experience does not play a role in HRIS implementation

H1:- Experience plays a role in HRIS implementation

**ANOVA Sig value 0.679**

As the value of t-test is  $>0.05$ , Null hypothesis will be accepted

And our findings indicates that

“Experience does not play a role in HRIS implementation ”

#### **Hypothesis 2**

Use of HRIS upto optimal level

H0:- Organization does not utilizes HRIS upto optimal level

H1:- Organization utilizes HRIS upto optimal level

**ANOVA Sig value 0.263**

As the value of t-test is  $>0.05$ , Null hypothesis will be accepted

And our findings indicates that

“Organization does not utilizes HRIS upto optimal level”

#### **Hypothesis 3**

Impact of HR Planning on recruitment cost

H0:- Effective HR Planning does not reduce recruitment cost

H1:- Effective HR Planning reduces recruitment cost

**ANOVA Sig value 0.342**

As the value of t-test is  $>0.05$ , Null hypothesis will be accepted

And our findings indicates that

“Effective HR Planning does not reduce recruitment cost”

## **CONCLUSION AND SUGGESTION**

- 1.) HRIS decreases recruitment cost
- 2.) No role in communication played by HRIS
- 3.) Employees shows resistance towards HRIS
- 4.) Convencing them is abig challenge for management
- 5.) Need skilled staff to deal errors in softwares
- 6.) Need to provide technical training to them.
- 7.) Effective HR Planning does not reduce recruitment cost
- 8.) The major challenge was Organization does not utilizes HRIS upto optimal level

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