

Welcome and Namaste

Human Resource Information System (HRIS or HRMS)

for

Managing Human Capital More Intelligently



— **growth** [★] **sellers** — 
— ...HR solutions and more... —

UK **Pro.Solutions**



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Agenda

- ✓ Reflection on our understanding :

Choose your HRIS

- ✓ HRIS Concepts and its functions
- ✓ Tips on Success and Failure of HRIS implementation







Reflect on our understanding

don't compare yourself
to others

compare yourself to the
YOU of yesterday

Reflect on our understanding

Time Saved with Payroll Software

Without Payroll Software Time Needed Per Employee	With Payroll Software Time Needed Per Employee
Step 1: Calculate Employee Salaries 	
1 minute	20 seconds
Step 2: Complete Paperwork 	
1 minute	10 seconds
Step 3: Check Compliance with Tax Laws 	
2 minutes	20 seconds
Step 4: Calculate Number of Days Worked 	
5 minutes	20 seconds
Step 5: Create Payroll Reports 	
2 minutes	20 seconds
<hr/>  <hr/> Total Time Needed	
11 minutes	1 minute 30 seconds

Reflect on our understanding

- Activity 1: 20 minutes (syndicate) & 10 min Presentation

Segregate & Plot the pictures into given categories

Pillars of HRIS

With in HRIS

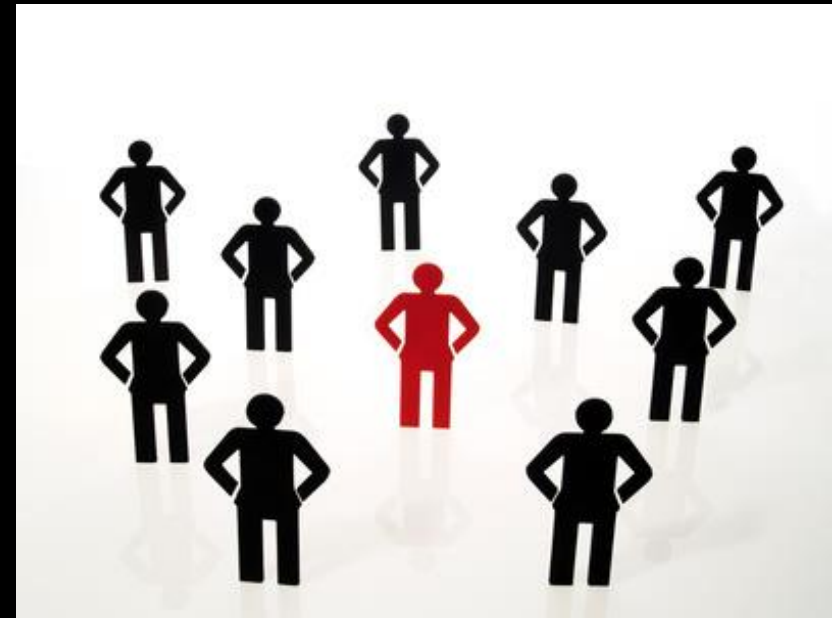
Not in HRIS

HRIS

Organized system of:

- * HRM
- * IT
- * Culture

& Strategy.....to....



HRIS

Tracking & Recording

- Employee data,
- Personal histories,
- Skills,
- Capabilities,
- Accomplishments & Salary.

HRIS

- To reduce the manual workload of these administrative activities.
- Tool to ensure that people related activities and processes are streamlined and automated.
- To manage & maintain HR information's to sustain for future

HRIS: Objectives

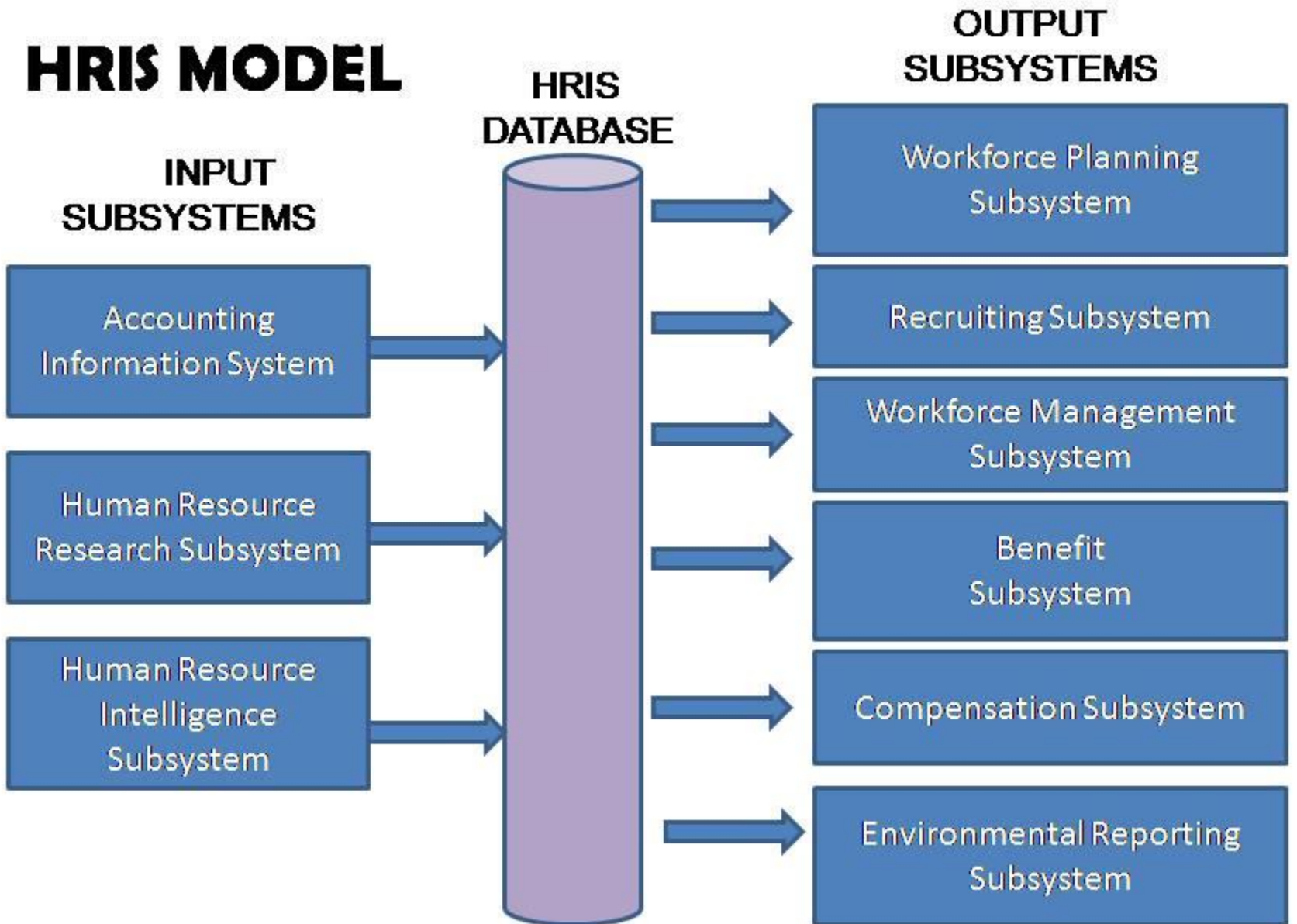
HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM OBJECTIVES



Uses of a Human Resource Information System (HRIS)



HRIS MODEL



Reflect on our understanding

- Activity 2: 20 minutes (syndicate) & 10 min Presentation

Identify and write the success factors and mistakes that can lead to successful implementation or failure of HRIS implementation.

Success factors

Mistakes

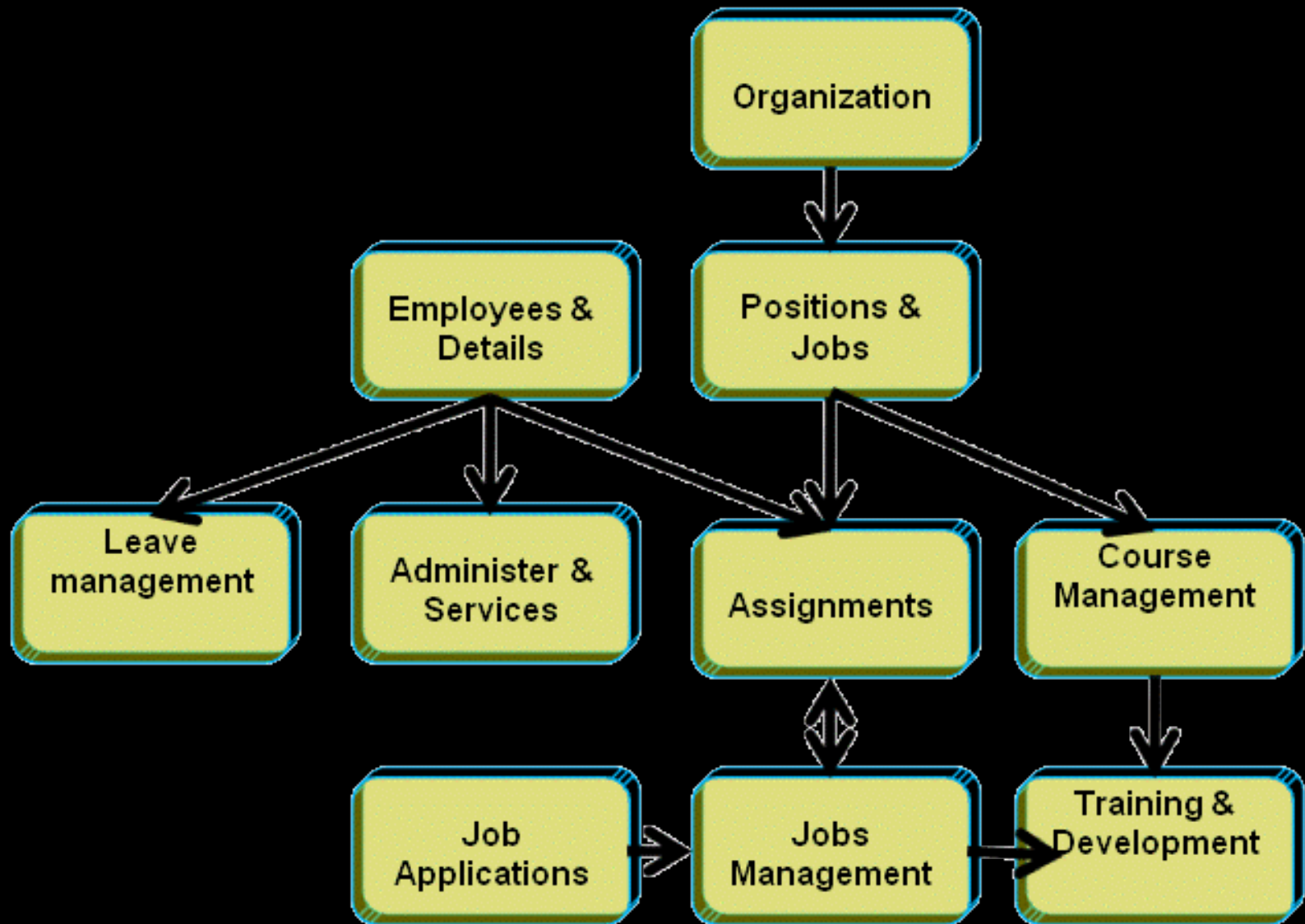
HRIS: 10 Success Factors

- 1. Senior Management Support**
- 2. Involvement of Stakeholders**
- 3. Risk Assessment**
- 4. Time Budgeted for the Implementation**
- 5. Job Analysis**
- 6. Implementation Methodology**
- 7. Business Process Overview (“BPO”)**
- 8. Clearly Defined Requirements**
- 9. Understanding of Data**
- 10. Openness to change**

HRIS: 5 Implementation Risk: Lead to Fail

- 1. Failure to Effectively Manage Change**
- 2. Failure to Define, Validate, and Support Data Quality**
- 3. Failure to Properly Plan**
- 4. Failure to Administer Data Security Properly**
- 5. Failure to Understand Legal Requirements**

Take away



References

- <http://www.hrlab.com/hrms-implementation.php>
- <http://www.capterra.com/human-resource-software/>
- <http://www.hrlab.com/hris-mistakes.php>
- [http://www.hrrevolution.com/Articles/Selecting HRIS/](http://www.hrrevolution.com/Articles/Selecting_HRIS/)
- <http://www.unicornhro.com/articles/five-key-functions-of-hris--the-best-features-for-your-money>

Thank You

