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## **Impact of HRIS in Organization**

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### APPROVAL

This thesis titled on “**Impact of HRIS in Organization**”, submitted by **Hasanul Banna Shadhin (ID: 211-35-3163)** to the Department of Software Engineering, Daffodil International University has been accepted as satisfactory for the partial fulfillment of the requirements for the degree of Bachelor of Science in Software Engineering and approval as to its style and contents.

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## STUDENT'S DECLARATION

I hereby declare that the work in this thesis is based on my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously or concurrently submitted for any other degree at Daffodil International University or any other institution.

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## **ABSTRACT**

In the present era of technological revolution, the employment scene has transformed, and innovative approaches have rendered existing systems exceedingly successful.

The majority of companies are increasingly recognizing the importance of information archiving and retrieval. It will minimize costs, enhance communication, and decrease the time allocated to certain processes, so fostering an environment in which the Human Resources (HR) department may assume a more strategic position within the firm.

This study examines the influence of HRIS and organizational barriers. A significant proportion of businesses are proficient in their data handling. Numerous individuals have proved that the implementation of a Human Resource Information System (HRIS) yields advantageous outcomes for organizational effectiveness.

This research will involve surveying employees from various organizations. The findings will illustrate that HRIS is effectively employed as a mechanism to achieve enhanced administrative efficiency by adding value inside the department. The survey will be conducted using the questionnaire.

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# CHAPTER 1

## Introduction

Nowadays, information has become a very important factor in any business development. Users need accurate and useful data to make plans and choices. Information Technology (IT) has made great advancements in the past few decades. There are patterns in hardware, software, communication systems, and how data is managed. Understanding a human resources information system is not as easy as a processor. People, formats, rules, methods, data, equipment, and software are all part of it. When it comes to IT in an organization, HRIS is the most important part. Earlier, all data records had to be processed manually. Over time, electronic HRIS has become the norm. Globalization and information overload have forced companies to use HRIS systems, which are essential for the success of any business.

A Human Resource Information System (HRIS) is a method of using information technology to make HRM processes and applications more efficient. HRIS is a system that helps companies collect, store, organize and retrieve important data about employees, business activities and organizational structure. The concept is divided into three phases. The first step is to subject paper documents to simple IT processes at an operational level. Secondly, you can perform detailed research and create customizable reports. And finally, you have a system that helps the most influential employees make decisions. HRIS collects, stores, organizes and retrieves information about personnel, personal activities and business processes.

The people who work for a company are no longer considered simple employees; they are also considered its most valuable asset. They think about what the company can get from them. That's why companies need to talk to their employees and develop thoughtful plans for managing their best asset, their workers. For HR professionals, this means more time to focus on operational activities and strategic projects that take advantage of new technologies to support the business. Human resources information systems (HRIS) can have a significant impact on human resources, as they make it

easier to store and find large amounts of information. They reduce costs by eliminating unnecessary work and ensuring that everything runs smoothly.

However, HRIS can give a business an edge over its competitors and make it more efficient. In addition, HRIS gives you data that you can use for reviewing, planning, controlling, and making decisions. A lot of people have said that computers have made it easy to look at many information.

## **1.1 Study Backgrounds**

HRIS has fundamentally changed the way companies manage their employees by automating HR functions, centralizing various employee data, and streamlining data-driven decision-making. Initially, it aimed to improve operational efficiency. Over time, it has evolved into a strategic execution tool for workforce planning, ensuring compliance with overseas regulations, and promoting employee engagement. With the advent of globalization and remote work, talent management has become more challenging. Therefore, more and more companies are using HRIS to streamline operations and strategic decision-making. This study analyses how HRIS affects business performance and covers issues such as efficiency, job satisfaction, decision-making, and its implementation.

## **1.2 Statement of the problem**

- **Burden of accountability:** Many people mistakenly believe that an HRIS removes all responsibility from the HR manager. With a HRIS, the HR head doesn't have to do much transactional work.
- **Changes to the workflow:** With the help of HRIS software, new HR methods and processes are created that are accepted worldwide. If employees are not used to these changes, they may feel uncomfortable, especially if it means changing the way they do their work.

## **1.3 Objectives of the Research**

### **1.3.1 Broad objective**

- Figure out what the company does with HRIS and what its pros and cons are.
- Know how HRIS affects the business.

### **1.3.2 Clear objectives**

- Figure out the advantages of using HRIS.
- Look into how to make data care more efficient.
- Look at how using HRIS affects the success of the group.

### **1.4 Scope of the study**

- The study gives information about how HRIS affects businesses.
- The problems and difficulties businesses face when they try to use HRIS technology.
- Using HRIS technology effectively and efficiently for many HR tasks, including hiring, keeping employees, training, getting new employees up to speed, and fixing problems.

### **1.5 Study Limitation**

- Getting the information was not easy because of some issues.
- Not having enough time made it impossible to do a more in-depth study.
- Could not get more answers from employees.

## CHAPTER 2

### Literature Review

Many individuals are aware that human resource information systems (HRIS) have the potential to alter the way in which a company operates. Sharma et al. (2023) conducted a study not too long ago that demonstrated the significance of HRIS in terms of streamlining daily business operations, improving output, and making decisions based on data. Not only are human resource information systems (HRIS) a method to make things more efficient, but it is also a tool to aid with strategy in a work environment that is always changing, according to the authors.

Kaygusuz (2016) says that the significance of information is growing at an extremely rapid rate. The processing of information-by-information management systems, the increasing utilization of information in human resource management, and the utilization of the information collected from that management in strategic management were all topics that were discussed. The effectiveness of it is increasing. Those businesses who have their human resource department equipped with both management information systems and human resource information systems (HRIS) are able to ensure that their employees continue to be productive even when they are confronted with challenging circumstances for an extended period of time.

Maxwell, S., and Yadav, M.S. (2019) conducted a research that investigated the ways in which human resource information systems (HRIS) might be utilized to improve the efficiency of enterprises. According to the findings of the study, human resource information systems (HRIS) apps are beneficial to enterprises because they provide users with accurate information that assists them in making decisions that are beneficial to the organizations.

Awang, A. H., Masud, M. M., Begum, H., Bhuiyan, F., Alam, A. S. A. F., & Akhtar, R. (2020). They looked into how human resource information systems, cost of human resources, and staff productivity are related. People resource costs go down and worker output goes up when HRIS technology is used. Each type of bank has

different prices for hiring people, but the ownership of the bank doesn't change how productive the employees are.

Using human resource information systems (HRIS), Mair et al. (2022) investigate how HRIS can assist make occupations more enjoyable and prevent employees from quitting their jobs. HRIS allows for the simplification of HR activities, which in turn helps to improve the overall work experience for workers. This, in turn, has a direct impact on the percentage of employees who remain with the firm.

The utilization of human resource information systems (HRIS) at private educational institutions in Bangladesh is contributing to the transition toward a green management system and reducing the amount of daily tasks that need to be completed, as discovered by Das, S., and Saha, G.C. (2018). The applications for human resource information systems (HRIS) should be carefully considered in order to assist managers in the planning and implementation of HRIS; nevertheless, the focus should not be limited to a few administrative applications. For the purpose of assisting in decision-making, it ought to be on the most significant aspects.

Khashman and Khashman conducted an examination in 2021 into the usage of human resource information systems (HRIS) in the private sector. They discovered that the use of HRIS significantly reduces overhead expenses and improves time management. According to the findings of the research, human resource information systems (HRIS) are of utmost significance in achieving operational excellence, particularly in settings where resources are restricted.

The use of cutting-edge human resource information systems (HRIS) in travel and hospitality management was argued for by Shya, H. H. (2019). Recognizing the value of technology is essential. When it comes to data and information on hotel guests, human resource information systems (HRIS) are something that hospitality and human resource managers want. It is important for individuals to appropriately use the approach by adhering to the regulations. Here we have H.R.I.S.E. Numerous of these tools contribute to the smoother and more effective operation of hotels.

A study conducted by Haeruddin (2017) discovered that organizations operating in the public sector are receptive to the introduction of new technologies, particularly with regard to the implementation of a human resource information system. There are a variety of reasons why public organizations do not use human resource information systems (HRIS), and HRIS officers and senior management have different opinions about how to go about using it.

## **CHAPTER 3**

### **Methodology**

A research methodology is a planned way to look at a study problem. You can think of it as the field that studies how scientific research is done. Because of this, methodology looks at both the study methods and the reasons why they are used. The study design, target audience, plan and number of samples, and source of the data are all talked about in this section.

#### **3.1 Methodology of the Research**

The research methods used in this study were quantitative surveys. To find out how HRIS affects a business, quantitative research collects numbers and uses math to figure out what they mean. Quantitative research lets the researcher get information about the thing being studied instead of general knowledge. Researchers can use data to show what the public thinks. A Likert scale with five points was used to collect the data. A score of five meant "completely agree," and a score of one meant "completely disagree." Using SPSS software to do a one-sample t-test to find significant differences in how the average employee saw their success was done. Microsoft Word and Microsoft Power BI tools were used to make the data visualization.

#### **3.2 Target Audience**

Employees from a variety of companies were the survey's main focus. Because the population was so big, it was hard to know what each and every person thought.

#### **3.3 Plan and number of samples**

More than 100 workers were asked to fill out this survey. I used a non-probability sampling strategy and a sampling method based on how many people actively took the survey in this case.

### **3.4 Source of the Data**

**Primary Data:** There was one main data source. I wasn't able to do face-to-face talks outside because I was short on time. Through the Google platform, the report was sent out. The question form was thrown out in the end.

# CHAPTER 4

## Studying the Data

### 4.1 Research Design

To complete the analysis, data points need to be found, collected, organized systematically, evaluated, interpreted, and visualized. For this reason, the research data was collected from primary sources. We developed several questionnaires that could be used for the research purposes. Also, 100 people participated in the survey. Information was collected from various institutions. The answers are given in Section 4.2. All responses were collected through Google Forms. After receiving their feedback, the results were presented in graphs. I recorded all the answers in an Excel file and also created some interesting graphs. Based on their answers, I analysed the entire issue.

### 4.2 Survey Questionnaire

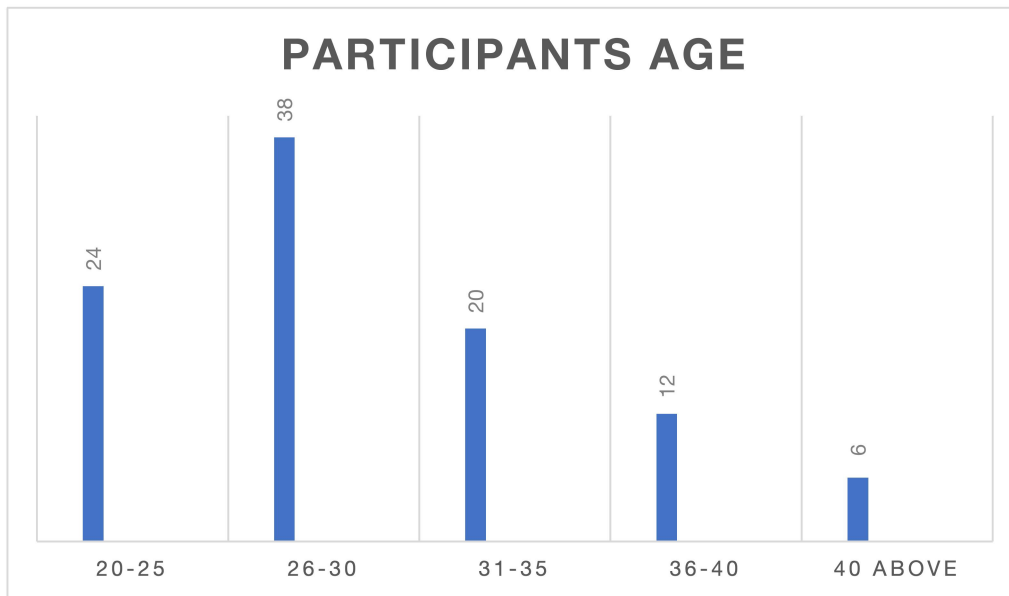
Questionnaires for survey	Agree	Completely Agree	Neutral	Completely Disagree	Disagree
Do you believe that HRIS makes things more correct and efficient in the company?	68	22	7	1	2
Are you in agreement that HRIS can lead to fewer employees?	56	23	11	3	7
Is HRIS helping your workers do their jobs better and feel less stressed at work?	72	15	5	3	5
Does HRIS do a good job of providing detailed reports, keeping track of applications, and finding information?	68	14	15	2	1

Would you agree that HRIS could meet your company's needs?	42	12	16	24	6
Do you believe that HRIS software is both expensive and hard to set up?	30	7	15	41	7
Are HRIS users or officers getting any kind of help or training from your software company on how to use the system well?	64	16	8	7	5
Would getting feedback make it easy to change information?	56	21	11	5	6
Do you believe that HRIS can help cut down on mistakes at work?	62	31	3	2	2
Is it simple to get the records through HRIS?	49	32	10	5	4
Are better choices being made with HRIS?	63	24	5	5	3

*Table 4.1: Survey Questionary*

### 4.3 Demographic Data

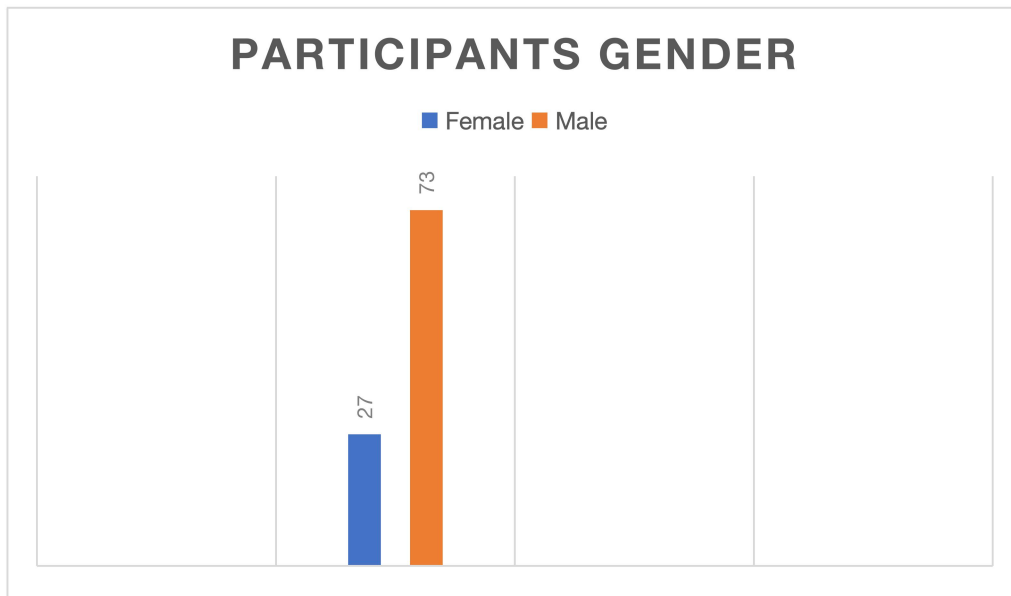
#### Participants Age



*Figure 4.1 Participants Age*

According to the bar chart, about 38% people under 25-29 years old. Of the rest, 24% were under 20-25 years of age and 20% were under 31-35 years of age. 12% of the participants were between 36 and 40 years of age and only 6% of the participants were above 40 years of age.

## Participants Gender



*Figure 4.2 Participants Gender*

From the 100 participants, 27 are female and 73 are male.

## Participants Organization

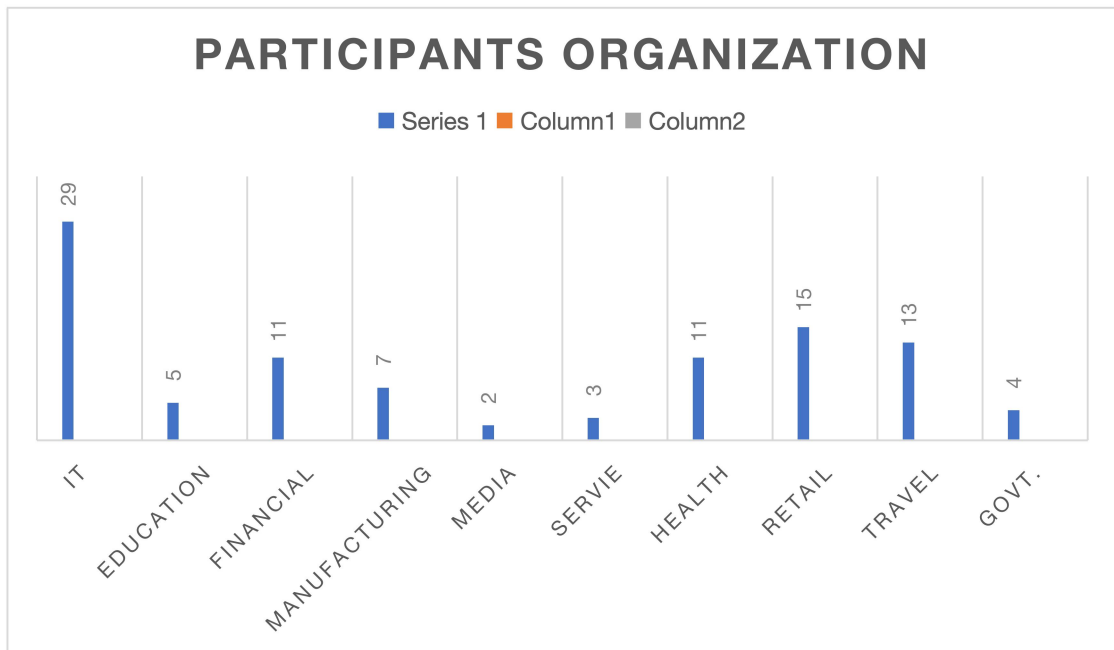


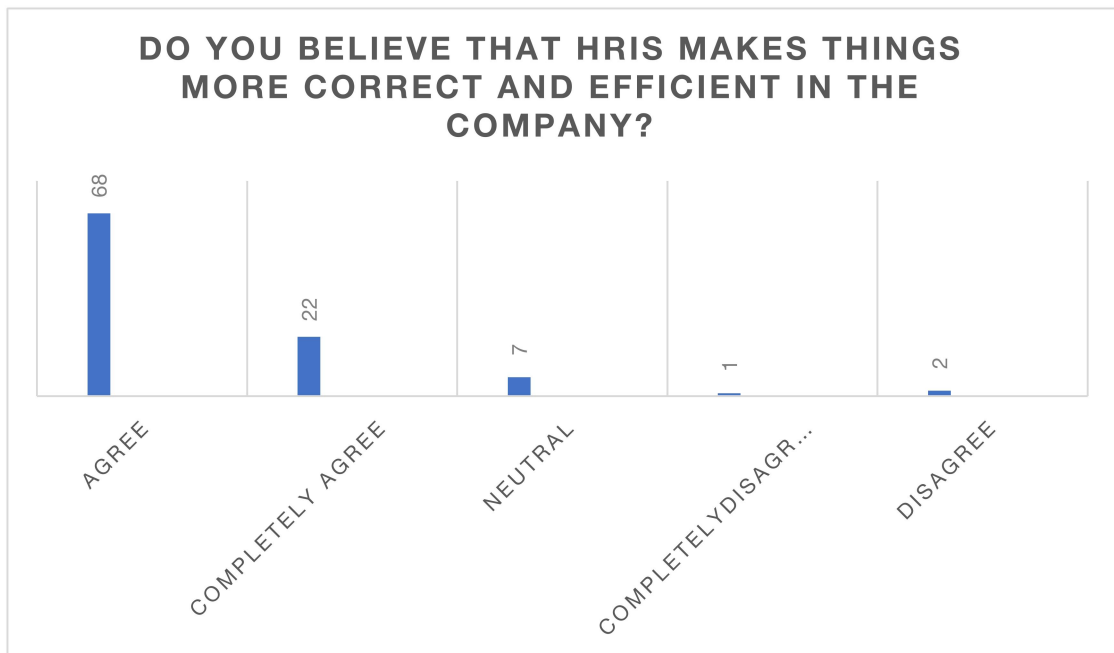
Figure 4.3 Participants Organization

The majority of respondents (about 29%) were employed in the IT sector, followed by Retail (15%) and Travel sector (14%). The remaining participants from the financial, manufacturing, education, healthcare, government, services and media sectors.

## CHAPTER 5

### Results and Discussion

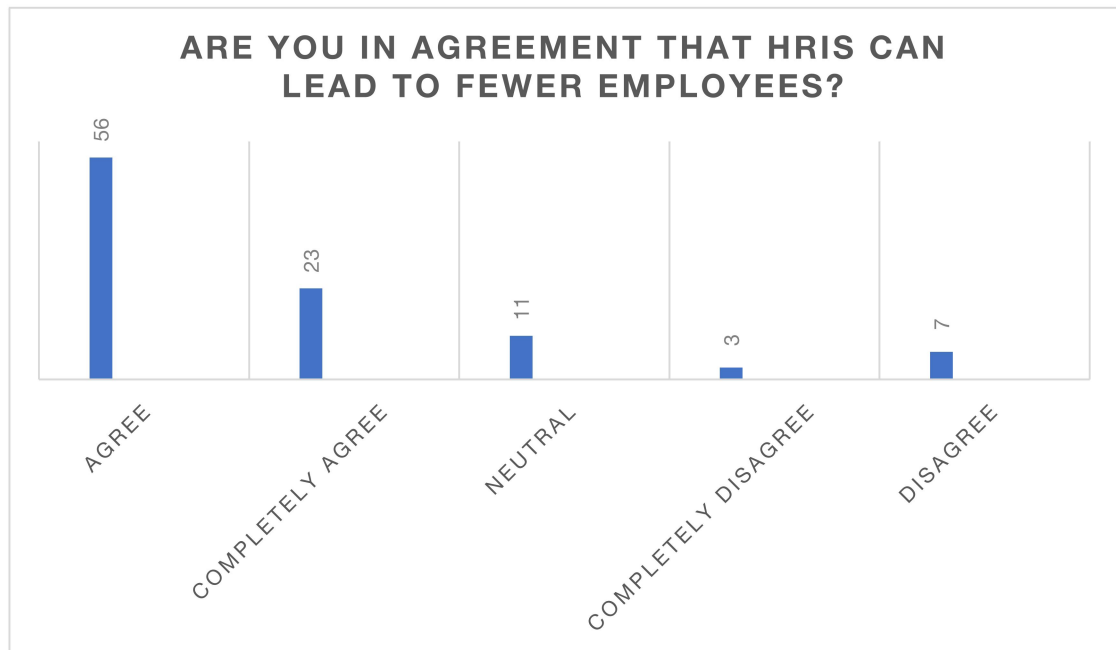
**Figure 1:** Do you believe that HRIS makes things more correct and efficient in the company?



*Figure 5.1 Do you believe that HRIS makes things more correct and efficient in the company?*

Preliminary data reveals that 68% of the respondents i.e., 68 people agree that H.R.I.S in their work place create their work correct and have efficiency. 22% people also completely agree. However, 7% people think that H.R.I.S. can make things very accurate and efficient. On the other hand, 2% and 1% of the respondents disagreed and completely disagreed respectively as they think this is not possible. Most people believe that HRIS is very correct and have efficiency.

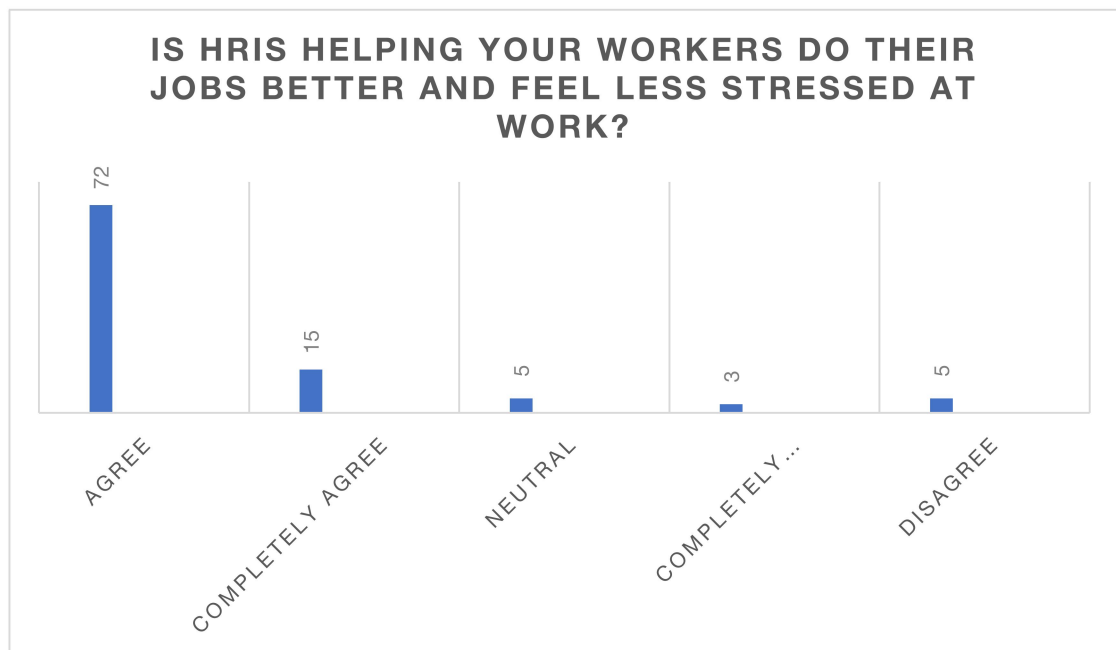
**Case 2: Are you in agreement that HRIS can lead to fewer employees?**



*Figure 5.2 Are you in agreement that HRIS can lead to fewer employees?*

This graph shows that 56% of people agree and 23% completely agree that HRIS can lead to fewer employees of the company. 11% means that 11 of the respondents are neutral on whether HRIS can lead to fewer employees of the company. In contrast, 7% of the people disagreed with this opinion and 3% completely disagreed. HRIS may lead to fewer employees by improving the efficiency and productivity of their worker.

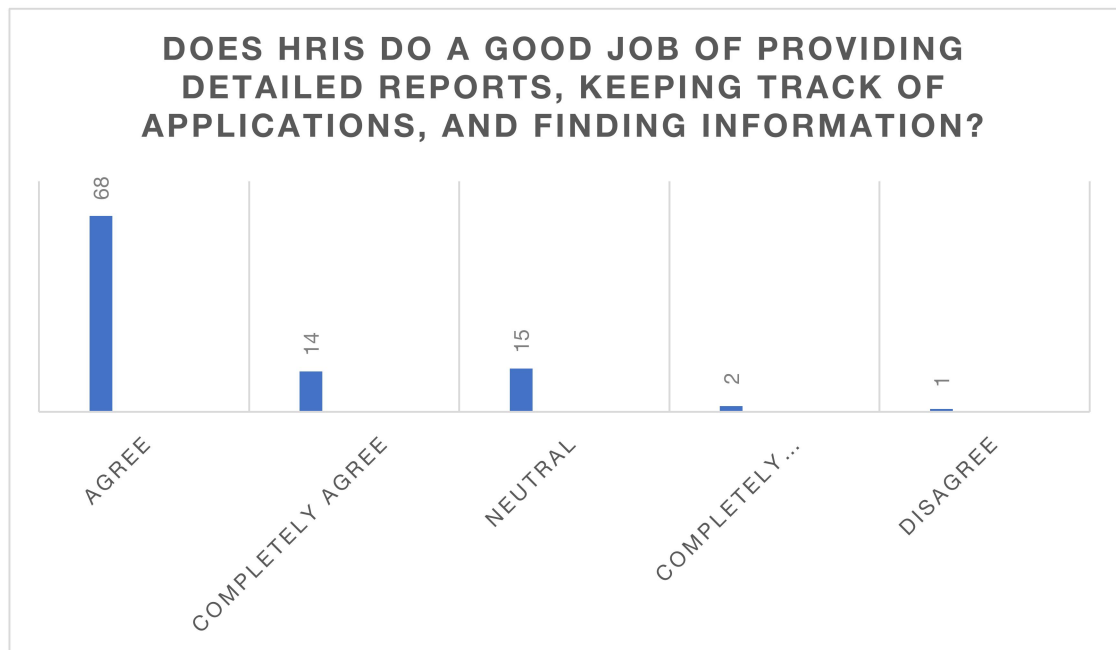
**Case 3:** Is HRIS helping your workers do their jobs better and feel less stressed at work?



*Figure 5.3 Is HRIS helping your workers do their jobs better and feel less stressed at work?*

According to preliminary data, 72% of people agree that HRIS will help employees to do their work better and feel less stressed at work place by streamlining the work of employees and removing many responsibilities from their hands. It will increase productivity by automating tasks. This will allow employees to spend more time and energy and perform more important tasks properly. If employees are not performing well at work; this may be because they are working overtime. 15 respondents mean that 15% of people completely agree with this opinion. 5% think about this opinion, 5% disagreed, and 3% completely disagreed.

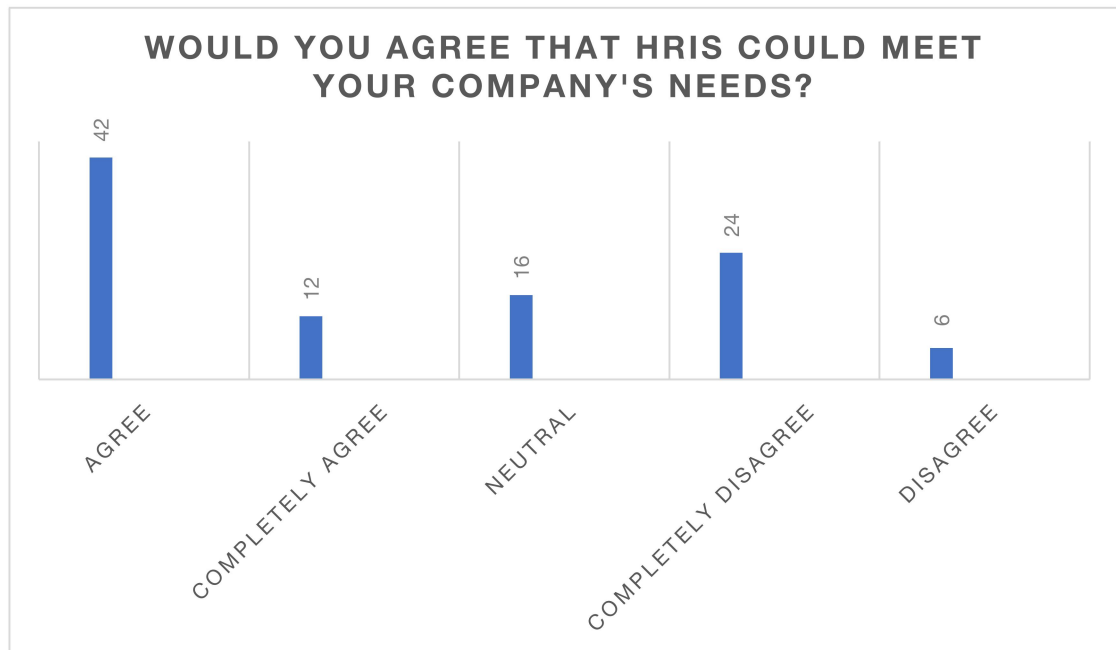
**Case 4:** Does HRIS do a good job of providing detailed reports, keeping track of applications, and finding information?



*Figure 5.4 Does HRIS do a good job of providing detailed reports, keeping track of applications, and finding information?*

As per the preliminary data, the figure shows that: 68%, or 68 people, agree that HRIS do a good job of providing detailed reports, keeping track of worker and finding information. 14%, or 14 people, completely agree with this term. 15%, or 15 respondents, are indifferent as to whether HRIS provides some degree of efficiency in comprehensive reporting, application monitoring, maintenance, and data retrieval capabilities.

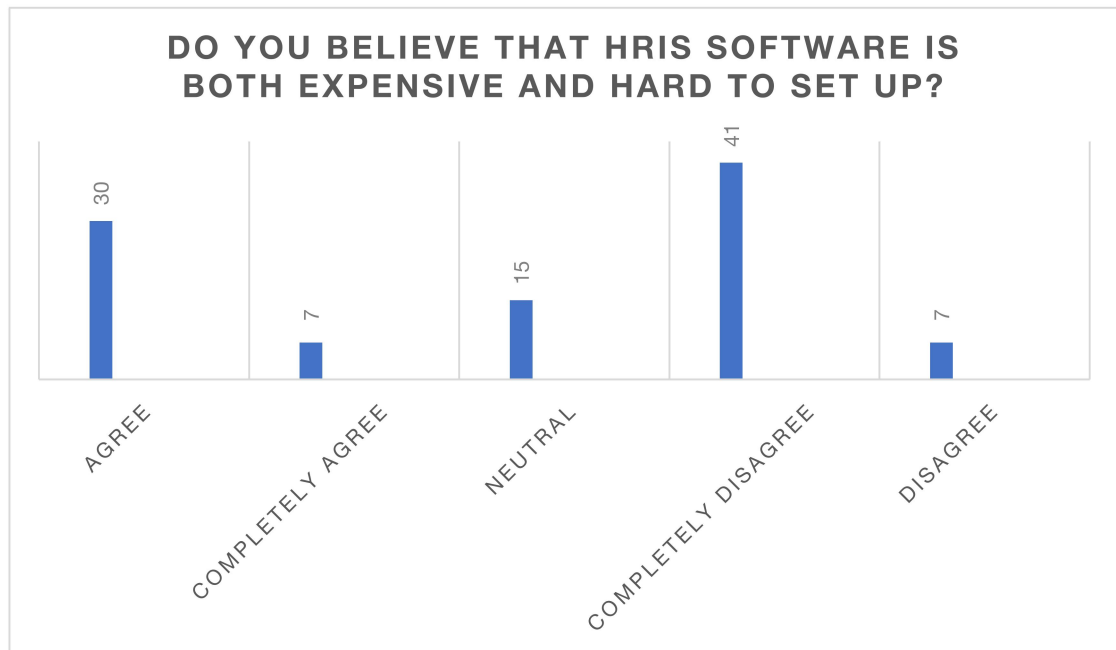
**Case 5: Would you agree that HRIS could meet your company's needs?**



*Figure 5.5 Would you agree that HRIS could meet your company's needs?*

This column shows that 42% of respondents believe that their HRIS meets their company needs. Additionally, 12% of respondents completely agree with this statement. Respondents believe that their HRIS helps them in their work and allows them to work the way of their needs. 16% of people are in neutral position about this statement. Meanwhile, 30% of respondents believe that their HRIS could not meet company needs.

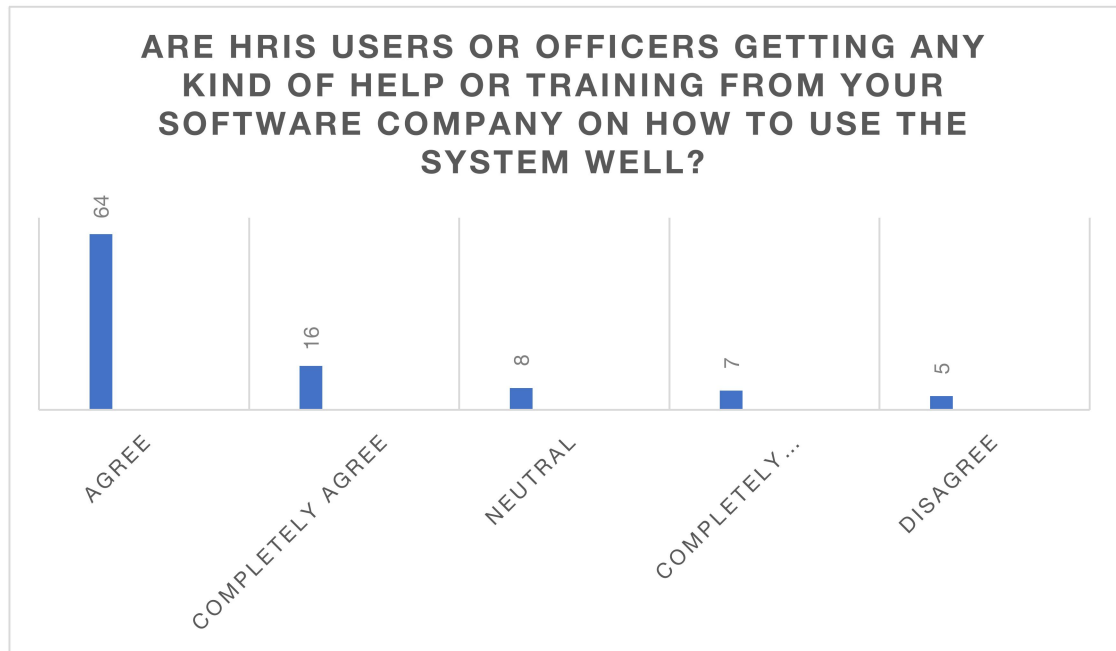
**Case 6: Do you believe that HRIS software is both expensive and hard to set up?**



*Figure 5.6 Do you believe that HRIS software is both expensive and hard to set up?*

41% in the graph indicates that 41 people do not believe HRIS software is expensive and hard to set up. 7 people also disagree with this. But 30 people agree that HRIS software is expensive and hard to set up, as opposed to 7% of respondents. 15% of respondents are neutral. Implementing an HRIS requires infrastructure changes and purchasing software.

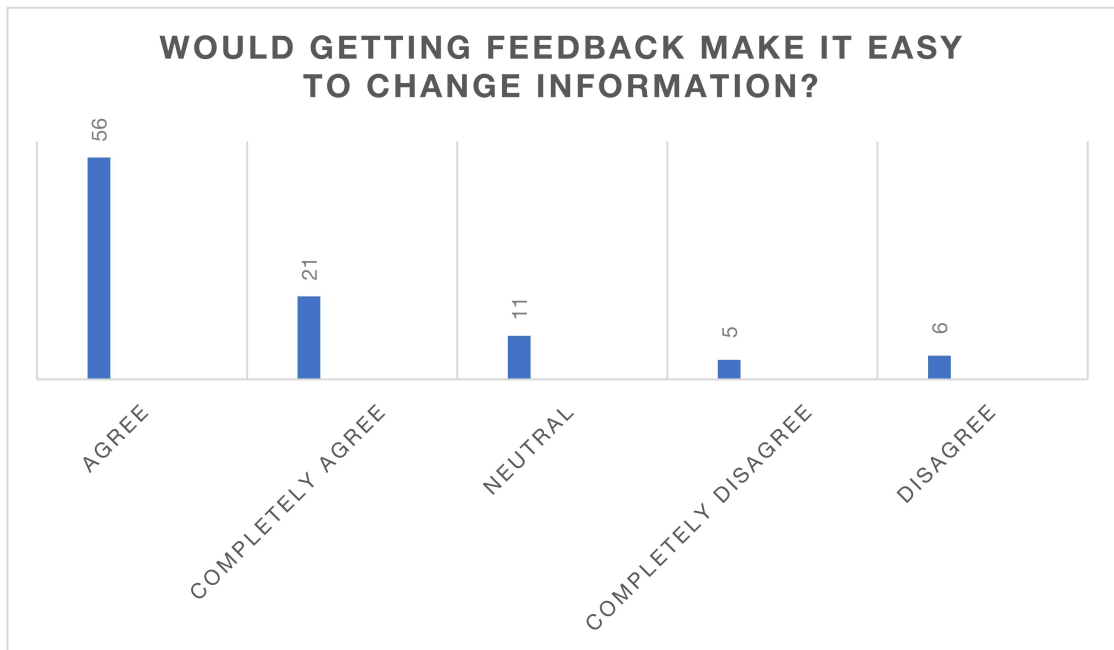
**Case 7:** Are HRIS users or officers getting any kind of help or training from your software company on how to use the system well?



*Figure 5.7 Are HRIS users or officers getting any kind of help or training from your software company on how to use the system well?*

Initial data shows that this figure is in line with 64% of respondents who agree with the statement that software farms need to supply some type of support to help employees use the software well. That means 8% are neutral, with 16 respondents completely agreeing with this statement. That means 5% and 7% of people disagree and completely disagree to it.

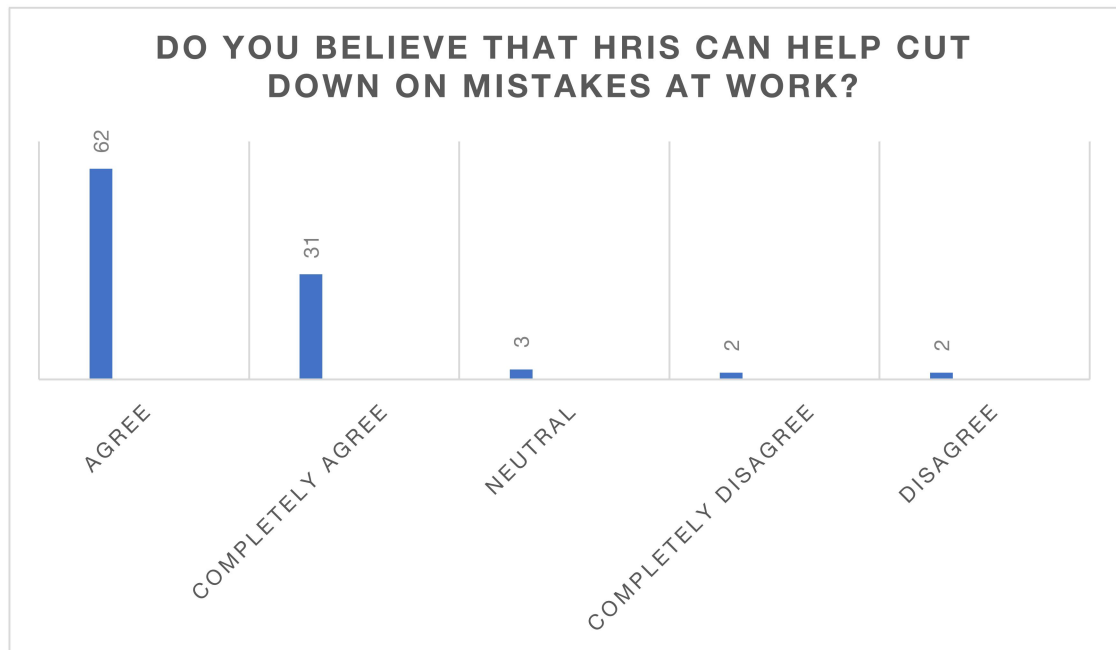
**Case 8:** Would getting feedback make it easy to change information?



*Figure 5.8 Would getting feedback make it easy to change information?*

In this chart, 21% of people completely agree about getting feedback make it easy to change information. 56 people would agree with it. 11% are neutral and 6% are disagree this.

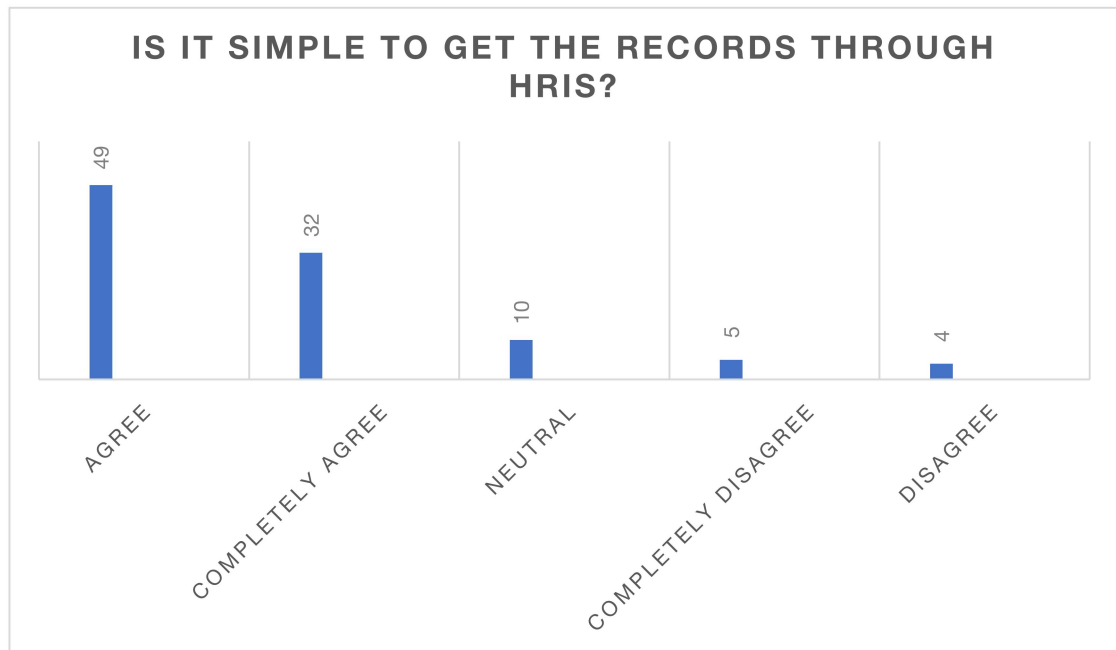
**Case 9:** Do you believe that HRIS can help cut down on mistakes at work?



*Figure 5.9 Do you believe that HRIS can help cut down on mistakes at work?*

As per this, HRIS has been proven that HRIS can help cut down on mistakes at work. 62 out of 100 people who responded to the survey agreed. 31% of the people completely accept. But, three respondents do not like it, two are against it, and two are completely against it.

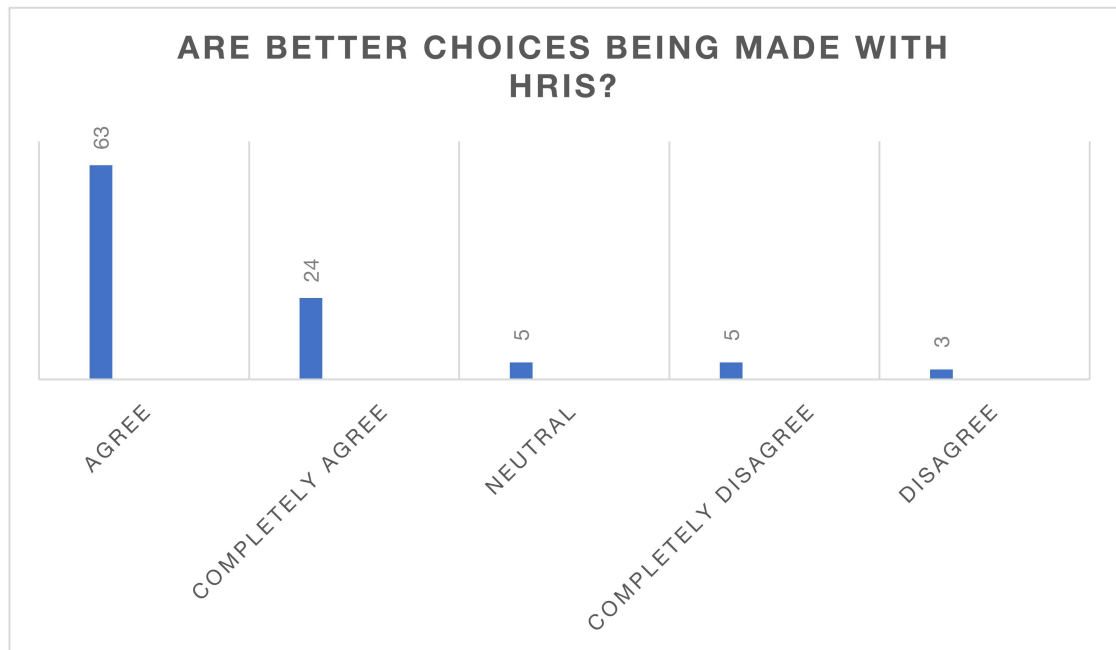
**Case 10:** Is it simple to get the records through HRIS?



*Figure 5.10 Is it simple to get the records through HRIS?*

Graph shows how easy it is to get the records through HRIS. 49% of the respondents agree with that statement. 32% of the respondents completely agree with this statement. 5 people completely disagree and 4 people disagree this. Getting information across is not easy. 10 respondents sometimes believe that HRIS is implemented in their organization. Getting information across is not easy.

**Case 11: Are better choices being made with HRIS?**



*Figure 5.11 Are better choices being made with HRIS?*

This graph shows how It helps people make better choices with HRIS. 63 people accept that HRIS make better choice. 24 people completely agree in it. 5 people completely disagree with it. 5% means that 5 respondents are neutral on whether HRIS ever helps in making better decisions in their organization.

**Case 12: Statistics**

<b>Statistics</b>				
	Mean	N	Std. Error	Std. Deviation
Security	.86	100	.035	.325
Efficient	.81	100	.031	.387
Accuracy	.82	100	.037	.349
User Friendly	.78	100	.045	.439

*Table 5.1: Statistics*

**Case 13: T-Test**

<b>T-Test</b>						
Test Value = 4						
	T	Sig. (2-tailed)	Degree of Freedom	Difference of Mean	95% Confidence Interval of the Difference	
					Upper	Lower
Security	-63.822	.000	99	-2.120	-2.05	-2.12
Efficient	-54.560	.000	99	-2.170	-2.09	-2.25
Accuracy	-56.655	.000	99	-2.190	-2.10	-2.22
User Friendly	-53.297	.000	99	-2.240	-2.17	-2.29

*Table 5.2: T-Test*

**Outcome of analysis:** Case 13 allocate with Figure 5.13.

### **Security**

**H<sub>0</sub>:** HRIS is not secure.

**H<sub>A</sub>:** HRIS is secure.

You can find 100 valid cases where mean security is and there are no missing numbers .86, and the standard deviation is 0.325. The determined T value is -63.822, the degree of freedom is 99, and the p-value is 0.000, which is less than the alpha value of 0.005, which means that H<sub>0</sub> is not true. So, HRIS is safe.

### **Efficient**

**H<sub>0</sub>:** HRIS is not efficient.

**H<sub>A</sub>:** HRIS is efficient.

There are 100 valid cases where the mean efficiency is and there are no missing numbers.81, and the standard deviation is 0.387. The determined T value is -54.560, the degree of freedom is 99, and the p-value is 0.000, which is less than the alpha value of 0.005, which means that H<sub>0</sub> is not true. That's why HRIS works well.

## **Accuracy**

**H<sub>0</sub>:** No relationship in HRIS and accuracy.

**H<sub>A</sub>:** Relationship in HRIS and accuracy.

There are 100 valid cases where there are no missing numbers, and the mean accuracy is .82, and the standard deviation is 0.349. The determined T value is -56.655, the degree of freedom is 99, and the p-value is 0.000, which is less than the alpha value of 0.005, which means that H<sub>0</sub> is not true. That's why HRIS is accurate.

## **User Friendly**

**H<sub>0</sub>:** HRIS is not user friendly.

**H<sub>A</sub>:** HRIS is user friendly.

There are 100 valid responses with no blanks where "user-friendly" means .78, and the standard deviation is 0.439. The determined T value is -53.297, the degree of freedom is 99, and the p-value is 0.000, which is less than the alpha value of 0.005, which means that H<sub>0</sub> is not true. That's why HRIS is easy to use.

## CHAPTER 6

### Notable Results

The notable result highlights a number of issues related to the implement and use of HRIS in organizations, as well as the challenges and benefits associated with them.

The first, one of the biggest challenges is the lack of funding for HRIS. Many companies offer financial assistance to purchase and use this expensive equipment, but I don't. There are also cultural barriers. Technological change can affect people's perceptions, attitudes, and perceptions. production. It means changing behavior. This resistance to change makes an HRIS robust and, nowadays, commercially viable.

An HRIS, on the other hand, helps managers and employees choose which method to use for a given situation. It provides the organization with data-driven intelligence and iterative processes driven by intelligent workflows. Furthermore, it helps in the effectiveness of the HR development process as it helps in the effective functioning of HR departments and in aligning all activities to achieve organizational goals.

The expense of implement an H.R.I.S is big, but can be cost-effective for organizations. To make the process easier, many software companies offer various software packages. When implemented, HRIS implementation increases employee productivity as it provides employees with tools to improve efficiency and effectiveness, thereby increasing employee engagement.

The biggest problem is that most organizations do not have access to an HRMS. This could be outdated equipment, unsuitable areas, or a lack of staff to provide support. It provides many benefits to implementing an HRIS with paperless accounting and automation. In addition, an HRMS can reduce dependencies by handling multiple tasks simultaneously such as time tracking, payroll management, and reporting hoi can be used to increase efficiency and thus reduce costs.

Although there are some disadvantages associated with using an HRIS, such as financial constraints, cultural barriers, and lack of infrastructure, the system has many advantages in transforming the knowledge of people and improve organizational performance. If organizations are willing to invest, an HRIS can be a powerful force for increasing efficiency and achieving goals.

## **CHAPTER 7**

### **Recommendation**

The cost to organizations of developing a comprehensive HRIS requires a significant investment in financial terms. While acquiring and implementing an HRIS may seem expensive, it is a worthwhile investment that has a long-term impact on organizations. Adequate financial support ensures efficiency without compromising quality or critical aspects. Over time, the starting cost may be much less than the money saved by having less paperwork to do, fewer mistakes, and better efficiency.

The implementation of HRIS should make it easy for workers to understand and use the system. Key parts of a solution that would make a difference in this case would be clear instructions, thorough training, and support for workers who follow them. The system will work better for workers if they trust it and feel at ease with it. This will help them get the most out of the rewards they receive. If you build a good human resource information system (HRIS), it will not only make the job of human resources easier, but it will also make work more productive by making things easier for workers.

Companies can build a team of IT professionals who can design and support cost-effective HRIS software that meets the needs of the companies. This can focus on improving the performance of the system within the allocated budget resources. By tailoring the software features to the needs of the organization, IT makes the HRIS accessible and efficient enough to address some of the biggest problems. This method, along with financial information, makes the system more valuable.

## **CHAPTER 8**

### **Conclusion**

HRIS play a crucial and indispensable role in creating an effective organization. Technology is crucial in today's rapidly changing world. Companies and institutions use software-based systems to run their businesses because they cut down on the need for manual work and make processes faster, more accurate, and more efficient. HRIS systems are diverse in terms of technological change. Many organizations work more efficiently with less effort than traditional manual work.

HRIS not only improves routine work but also helps improve the efficiency and effectiveness of an organization through automation and centralization of critical data. It is a single place to store critical information that can be used to make informed decisions when needed. In this way, HRMS can facilitate the organization's audit, identify areas for improvement, and address issues before they arise by providing comprehensive analytics. These features make HRMS a strategic tool that increases efficiency and ensures continuous progress towards achieving organizational goals.

More and more, operations need to be quick and smart. This means that companies that want to grow quickly while keeping competitive need to use HRIS. These systems are highly intuitive for calculating, monitoring, and managing complex tasks. They also help organizations adopt cutting-edge systems by making work easier, managing data appropriately, and improving performance. To get the most out of an H.R.I.S. system, companies need to hire qualified person.

## CHAPTER 9

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