ABSTRACT

Today IT plays an important role in every walk of human survival. Due to the rapid growth in the information processing system, it can easily serve as a database for various HR functions like Human Resource Planning, Training and Development, Performance Appraisal, etc. Innovative HRIS is the recruitment, selection, retention, development, and utilization of labor resource in order to achieve both individual and organizational objectives. Now-a-days, the IT Company needs to manage the entire job seeking process in a faster manner. This paper has made an attempt to overcome the defects in some HRIS package and construct the new package in a user friendly manner. Finally, this paper develops a model that explains the relationship between the job seekers and the HR managers to evaluate the performance of the individual in different organizations by the effect of HRIS on strategic HR tasks and job roles.

Keywords: Role of HR in IT; Importance of HRIS; Job Seekers Outcomes; Strategic of HR Tasks

INTRODUCTION

There are a lot of roles and features that human resource (HR) personnel have to carry out and provide. An organization can implement HRIS computer software offers to aid HR personnel carry out and supply their roles and duties a lot more properly and efficiently. In fact, HRMS (Human Resource Management Systems) technique deals have radically changed the appearance of the human resource department, enabling it to focus on the more essential aspects and nevertheless be able to have room for requests from other departments in the organization. A single of the most considerable improvements that HRMS methods have introduced to firms is it has enabled a lot of them to turn out to be far better in recruitment.

In the long-ago, organizations depended a lot on job postings to appeal to applicants to vacant positions. These days, HR personnel can turn over to social recruiting to support improve the complete recruitment method. Most HRIS software program offers have contain this variety of characteristic but what human resource managers must to keep in head is there are points to consider ahead of they move on to social recruiting. Before possessing social networks integrated into an HR management program, human resources managers need to first see to it that the organization has beforehand produced a branded corporate profile in social networks.
To get this job accomplished, the HR staff should operate jointly with the advertising and marketing division. In this way, the HRIS computer software package can be up to date with essential organization details that are also getting reflected in social media networks. There must also be a group of HR personnel assigned to keep track of and track people who express interest in certain job posting or vacancies and they need to input these pieces of information into the HRMS technique.

This basically signifies that other than relying on career postings on social networks, HR personnel should also engage in conversations and be ready to answer questions. There can be essential information gathered from these conversations that can in turn be stored into the HR information program. These can then be utilized later on, specifically in reviewing the recruitment method and how it can be made much better.

There are many other points to imagine about but the base line is HRIS software packages which are capable of monitoring and monitoring recruitment details that can be located in social networking websites. In a globe wherever the World Wide Web plays such an essential role in communication, it will not be long awaiting companies will finally value the worth of social recruitment and HRMS method packages.

Integrated HR Information Systems (HRIS) have a profound effect on firms that implement them. Most often these firms are replacing several related systems, such as a personnel database, payroll system and benefits system, with one HRIS that does it all. Many people focus on the improved reporting and processing that will be realized from the traditional system, and those are the reasons most firms choose to implement the HRIS. But what many people don’t focus on is that the HRIS will most likely affect the company much more deeply – it will challenge the operating structure and principles of all the HR-related departments.

An integrated HRIS results is a drastically different environment than a bunch of related but separate systems. The hub concept of a centralized data store inherent with an HRIS demands integrated work processes for consistently managing that store. The two attributes – centralized data storage and integrated work processes – will affect the company in ways most managers don’t expect.

**Human Resource Information System (HRIS)**

“A human resource information system (HRIS) is software containing a database that allows the entering, storage and manipulation of data regarding employees of a company. It allows for global visualization and access of important employee information”.[6]

**Role of HR Executives**

Human Resources executives manage the administrative tasks that involve employee compensation, training, selection, payroll etc.

**HR Administrative and Operational Role:** The main objective of an HRIS is to improve the efficiency with which data on employees and HR activities is compiled. Many HR activities can be performed more efficiently and with less paperwork if it is automated.

**HR Strategic Role:** The next objective of an HRIS is more strategic and related to HR planning. Having accessible data enables HR planning and managerial decision making to be based to a greater degree on information rather than relying on managerial perception and intuition.

**Components of HRIS**

There are three major components of any Human Resource Information System, they are respectively, input function; which provides the capabilities needed to enter information into the HRIS. One of the first things that must be established is the procedures and processes required to gather the necessary data. We can also refer to it as where, when and how will the data be collected. Details as who collect data, when and how data is processed need to be specified Data Maintenance; after the data are processed by the input function, they enter the data maintenance. It updates and adds new data to the
existing database. The data maintenance function is responsible for the actual updating of the data stored in the storage devices and the Output Function; the output reports are the crucial links to the users. The output function of an HRIS is the most familiar one because the majority of HRIS users are not involved with collecting, editing/validating and updating data, but they are concerned with the information and reports produced by the system.\[4]\n
**Scope of HRIS**

The emergence of the human resource management field gave the human resource function greater credibility within the managerial hierarchy, necessitating more sophisticated use of information, especially as it related to the strategic management function. Firms have experienced increased competitive pressures that have translated into greater cost containment demands from upper management, leading to greater automation of the record-keeping function in the HRM field. As a result of the rapid change in computer and software technology, HRIS-related products are constantly upgrading and changing.

Hussain et al., (2006) studied ‘the use and impact of human resource information systems on human resource management professionals’. The aim was to assess and compare the specific areas of use and to introduce a taxonomy that provides a framework for academicians. [10] They also sought to determine whether HRIS usage was strategic, a perceived value-added for the organization, and its impact on professional standing for HR professionals.

**Role of HRIS**

The three major groups that make use of HRIS are HR professionals, managers of infunional areas, and employees. While HR professionals rely on the HRIS in fulfilling job functions, managers rely on the HRIS’s capabilities to provide superior data collection and analysis, especially for performance appraisal and performance management. Individual employees are the end users of many HRIS applications and complexities of job related issues augmented the awareness of HRIS functionality among employees.

Kovach et al., (1999) presented the three major functional components in any HRIS by giving the model below:

Input Data ----> Maintenance ----> Output

The Input function enters personnel information into the HRIS. Data entry in the past had been one way, but today, scanning technology permits scanning and storage of actual image off an original document, including signatures and handwritten notes. [2] The maintenance function updates and adds new data to the database after data have been entered into the information system. Moreover, the most visible function of an HRIS is the output generated.

These are the least five reasons why companies should use HRIS.

1. To increase competitiveness by improving HR practices.
2. To produce a greater number and variety of HR operations.
3. To shift the focus of HR from the processing of transactions to strategic HRM.
4. To make employees part of HRIS, and
5. To reengineer the entire HR function.

**REVIEW OF LITERATURE**

Naveed R. Khan, Marinah Awang and Arsalan Mujahid Ghouri (2013) analyzed the impact of e-recruitment and job-seekers perception on intention to pursue the jobs. This study examined the relationship between the recruitment sources, job seekers’ perception and intention to pursue the job.
A number of observations on the applications of information technology (IT) in the field of human resource management (HRM) in general is examined.

Alok Mishra and Ibrahim Akman (2010) Information Technology in their article “Human Resource Management: An Empirical Assessment” indicated that, while IT has an impact on all sectors in terms of HRM to certain extent, the types of IT used vary significantly between recruitment, maintenance, and development tasks. The empirical results here reveal that these organizations are not applying these technologies systematically and maturely in the performance of HRM functions.

Dr. Shikha N. Khera and Ms. Karishma Gulati (2012) in their article “Human Resource Information System and its impact on Human Resource Planning: A perceptual analysis of Information Technology companies”, said that while analyzing the overall contribution of HRIS in HR Planning it is concluded that HRIS identifies occupied and unoccupied positions in an organization very effectively.

Lipsa Sadath (2013) in the research paper, “Data Mining: A Tool for Knowledge Management in Human Resource”, evaluated the HR performance, and suggested different methods for mining the best knowledge out of them. This paper is an attempt to study and understand the potential of Data Mining (DM) techniques for automated intelligent decisions from rich employee data base for predictions of employee performance.

Abeer Fatima and Sophia Rahaman (2014) in their article, “Mining System in HR: A Proposed Model”, proposes a model for application of data mining in a HR process with respect to talent management, recruitment, manpower planning, and employee engagement to ease and benefit the HR system in an educational environment.

Markus Heik Konen (2012) in the article, “The rationale and effectiveness of recruitment outsourcing” focuses to make a unique outlook to the underlying themes affecting the recruitment outsourcing processes.

OBJECTIVES OF THE STUDY

The objectives of the study include the following:

1. To study the current status of recruitment module in HRIS.
2. To explore the need of additional features needed in the recruitment module of HRIS.
3. To compare the existing and required activities of recruitment module in HRIS.
4. To fulfill the gap by designing and developing an integrated HRIS with online support for career development.

To prepare reports based on Data Mining technique.

Role of Recruitment

There are various different issues that influence decisions regarding recruitment outsourcing during the interview, it became obvious that large-scale human resources outsourcing might be a driver for recruitment outsourcing by externalizing the process along with the other HR processes.

The role of recruitment theories in this research is to create a set of success factors related to evaluating the effectiveness and quality of different recruitment processes. Recruitment Process Management creates a folio relating to Recruitment Process. There are three different methods to recruit employees. They are

- Through direct recruitment
- Through campus interviews
- Absorbing project trainees
Direct Recruitment: Direct Recruitment is done through the internet. Resumes of candidates are received as either directly or by mail/e-mail/fax/courier. If they found eligible for interview they would be mailed indicating a user name, password and date of interview. The candidate has to log on into the HSL server and he will be given a set of questions (mostly of objective type). He/She has to answer those questions and the HR Manager will process his papers. The process may include further interviews.

Campus Interviews: Employees are appointed by conducting interviews at college campus. The profile of the students who are interviewed is maintained. It also maintains the details of the college. The selected candidates will first be given training in their respective areas and then they are put up in anyone of its developing unit.

Absorbing Project Trainees: The Project Trainees could also be hired by the concern in which they have done their project provided if their project performance is well.

Fig 1. Model constructs linking Recruitment source and Job seeker’s perception with Intension to pursue the job

Report

A Classification Algorithm is a procedure for selecting a hypothesis from a set of alternatives that best fits a set of observations. Classification is a model finding process that is used for portioning the data into different classes according to some constrains. In other words we can say that classification is process of generalizing the data according to different instances. Several major kinds of classification algorithms including C4.5, k-nearest neighbor classifier, Naive Bayes, SVM, Apriori, and AdaBoost. This paper provides a inclusive report generation using classification algorithms.

A Decision Tree is a decision support tool that uses a tree-like graph or model of decisions and their possible consequences, including chance event outcomes, resource costs, and utility. It is a way to display an algorithm. The final result is a tree with decision nodes and leaf nodes. A decision node (e.g., Recruitment) has two or more branches (e.g., Direct Interview, Campus Interview and Absorption). Leaf node (e.g. Selection process) represents a classification or decision using yes or no values. The top most decision node in a tree which corresponds to the best predictor called root node.

Fig 2. Representation of Decision Tree
In Decision Tree, Recruitment node has the different branches. In Direct Recruitment process the candidate is selected through his/her educational qualification. In Campus Interview process the candidate is selected through his/her performance. Absorption of the candidate through project i.e., placement through project undergone is also depicted in the decision tree.

DISCUSSIONS OF RESULTS

![Fig 3. Selection Process](image)

![Fig 4. Effectiveness of Recruitment](image)

Outline of Job Analysis

In job analysis it defines our system architecture, with our objective that will deliver system behavior at the same one of our objective is to create an experience, which is not only unique to the client, but also makes him feel that he has loyal attachment to the system and approaches us whenever they needs. To achieve better results and success by implementing computerized process instead of manual process.

Candidate Registration

In candidate registration, new candidate can register their details and sign up their user id and password is sent to the candidate through the mail. In registration the process like their personal details and professional details and uploading the resume are carried by the candidate.

Apply for the job

In our HRIS package the job seeker can apply for the respective job. Selection process is done through three methods say, Direct Interview, Campus Interview and through Absorption Trainee.

E-Test for Candidate

E-Test for the candidate is conducted through multiple choice questions. Candidates should login in their account and the applicant can start their examination at the corresponding time. When the time duration is over then the package automatically stops the exams and answers marked will be saved. Then the examined result will be displayed on our website or else they can see their outcome by logging in with the help of their candidate id.
Role of Decision Tree in HRIS

Data mining concept is to extract a Knowledge Data form huge amount of database. In HRIS through data mining concept, Decision Tree, plays an eminent role to display our outcomes. Candidate performance is calculated and given as an input to our decision tree. It will expose to us an output. Candidate who lacks their marks are also assessed over decision tree and examined in the outcome of the candidate result to promote their enhancement. Then outcomes will be published in graphical format.

CONCLUSION

This HRIS Project satisfies all the needs of the Human Resource Manager. The Administration work mainly on Interviews is conducted by the consultant. [1] The proposed module gives the information about the project details from the client and service and updating may be done for client’s satisfaction. The recruitment is made as per examination conducted by the company. The fundamental goal of this research was to analyze the underlying themes of recruitment outsourcing and identify some of the rationales and effectiveness influencing factors regarding this phenomenon.

The study investigates to examine how HR professionals are in different organizations see the effects of HRIS on HR tasks, and job roles. It also tried to find out if there is a significant difference in HRIS usage in large sized companies in respect of HR tasks performance. Finally, the current research takes a step beyond detailing the uniqueness of the IT workplace and identifies how best to handle the supervision implications of these unique features.

FUTURE ENHANCEMENT

Recruitment outsourcing is definitely a business process that will gain more and more ground in the future. Identifying the potential opportunities and benefits that may be accessed by using these services can create certain advantages for companies.

- Further studies may focus on identifying and comparing the perception of HR managers, line managers and software professionals on innovative HR practices of the company.
- To achieve better refraction and to widen the spectrum of the present set of findings, researchers may also look into the HRM practices and HR outcomes of the software firms. Classification in terms of product-oriented and project or service oriented companies.
- Studies can also focus on innovative HR practices and HR outcomes with reference to life cycle stages of the organisation.
- As longitudinal study affords a better insight into causal relationship, it would be advisable to go for a longitudinal study in further researches in the field where additive and interactive effects of various innovative HR practices on HR outcomes could be unearthed.

REFERENCES


