

Human Resources Information System and Impact on Human Resources Planning

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Abstract: *In the modern society, managers continue to face the challenge of producing results. The pressure arises in the wake of rapid social and technological changes in which effective managers have been associated with multiculturalism and support for diversity, as well as team-building and the engagement of task forces towards achieving common goals and objectives, end users in the contemporary society have been forced to adapt to rapid changes while seeking to produce desirable results. Therefore, aggressiveness and the adoption of forward-looking goals form critical attributes to the use of new systems. This study, which focuses on the impact of human resource information system on HR planning, seeks to advance the Human Resource Information System (HRIS model) in various ways. specific insights are gained from the context of Indonesia.*

Index terms: *human resource management, human resource information system, employee*

I. INTRODUCTION

In the current study, focus is on the extent to which HRIS establishment affects enterprise operations. Given that HRIS is a set of tools, techniques, and methods that enable individuals who use software systems to modify or create software artifacts, the HRIS model aligns with the study and is ideal for various reasons. Firstly, the theory demonstrates that emerging information technologies are unlikely to offer improved organizational effectiveness if they are not accepted and adopted by potential users. This assertion is critical to the current study because success in HRIS development depends on the level of acceptance and use of technology systems, a critical precedence among potential end users (Wong, Goh and Rahmat, 2013). Secondly, the HRIS model has been selected because it constitutes a successful measurement for the usage of computers in academics and practitioner groups. This acknowledgement and merits adds to the model's effectiveness and aligns to the current study in such a way that the model is used for effective measurement of computer usage while the current study focuses on the extent to which HRIS establishment affects the overall performance of enterprises (Venkatesh, Thong and Xu, 2012). Thirdly, the HRIS model has been selected because it aligns with the current study by informing about communication processes, decision making and support planning (Shroff & Deneen, 2011), with the current study's outcomes projected to inform about organizational investment in IT.

This recognition is projected to sensitize builders on some of the methods that can be used for early evaluations of the end users' level of acceptability of systems, aligning with the HRIS model, which necessitates an understanding of some of the factors responsible for the users' rejection or acceptance of a system (Cohen, 2015). Furthermore, the study seeks to understand the reasons why end users resist computers and predict the manner in which they are likely to respond, with improvements on focus. In so doing, the study will advance the HRIS model by understanding some of the reasons that prompt people to reject or accept certain HR practices. Specific elements that will be examined in the context of enterprises will include education, awareness, and the role of culture, as well as adaptation to change, satisfaction measures, user attitude, and beliefs. According to Goel, Sharma and Rastogi (2010), the HRIS model traces some of the effects that external factors pose on the system users' internal beliefs, intentions and attitudes. The current study will advance this affirmation by assessing the predictability of end user computer usage, based on their intentions. Overall, the HRIS framework has been selected as an ideal framework for understanding aspects of system rejection and acceptance, and the current study seeks to advance the model's assumptions by exploring the extent to which HRIS establishment affects enterprise HR operations.

II. THEORY

According to the technological context of the HRIS framework, existing technologies of a firm are critical in the process of adopting new ideas. The technologies form a broad limit on the pace and scope of change that the affected groups seek to undertake (Bosch-Rekvelde, Jongkind and Verbraeck et al., 2011). The affirmation implies that the existing innovations that are unused at the organizations influence the process of adopting new ideas by showing firms some of the mechanisms that can be used to evolve and adapt using technologies, as well as demarcating the limits within which innovations are possible. The organizational context suggests that mechanisms responsible for spanning the firm's internal sub-units aid in promoting innovation. Furthermore, informal linking agents such as boundary spanners and product champions affect the adoption process by linking the cross-cultural employees to other value chain partners and departments (Wang, Wang and Yang, 2010). Lastly, the environmental context holds that firms operating within

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rapidly growing industries are more likely to innovate on a rapid basis. Additionally, declining or mature industries do not pose a clear-cut depiction of innovation practices. However, efficiency initiatives aid in innovating an industry decline by expanding into new businesses. Despite its applicability and clarity on some of the factors that shape the nature of rejection and adoption of an innovation, the HRIS framework poses some weaknesses. For instance, the framework is perceived to be a generic theory that fails to account for the role of user preferences and needs in shaping system adoption and innovation (Oliveira and Martins, 2010). Furthermore, the framework does not acknowledge the role of collaboration in fostering success among new innovations. Rather, the treats end users in isolation, a step that is likely to stall progress regarding system acceptance and innovation in organizations. Whereas Telecommunication Indonesia forms a leading platform from which HRIS has been implemented, an optimal degree of implementation is yet to be achieved at the country level.

III. RESEACH METHODOLOGY

A.Population Research and Data Collection Methods

The study population consisted of 127 respondents from the top seven IT companies in India have taken to distinguish the role of HRIS in workforce planning in their company. The design study is exploratory. Data for this study were obtained mainly from primary sources and secondary sources. Primary sources include employees of the IT organization fill out a questionnaire directed to research. Data were also gathered from secondary sources, including the Internet, websites etc. The technique used is the survey and interviews, and for data analysis used SPSS statistical package. Exploration research paper aims to explore the role of HRIS in the planning of human resources in the IT organization.

IV. RESULT AND DISCUSSION

Correlation between the various phases and sub-phases of Human Resource Planning and Implementation of Human Resource Information System for Human Resources Planning

Independent Variables	Dependent Variables
	Application of Human Resource Information System for Human Resources Planning
HRIS analyze each job description	0,568
HRIS organize various employee skills (skills, capabilities, qualifications and career goals).	0.537
HRIS regulate the relationship between individual applicants (applicants) with the availability of talent in the company	0.184
HRIS eliminate applicants who do not fit and focused on the most promising	0.252

candidates	
HRIS place employees in the right place and the right time	0.347
HRIS subsystem implemented with proper recruitment	0.207

Source: Research Analysis (2019)

All values significant correlation in the above table to interpret that HRIS assist in all phases of HRP including analyzing job descriptions, set the range of skills of employees and regulate the relationship between individual applicants (applicants) with the availability of talent, eliminate applicants who do not fit in and focus on the most promising candidates, implementation of proper recruitment subsystem and place employees in the right place and the right time.

The study confirms that by implementing HRIS, IT organizations can have full control over their organizations. HRIS assist organizations in planning of human resources both quantitatively and qualitatively. A source of information for human resources, can save a lot of data about employees, besides helping in identifying the position of employment for employees. Not only that but also can identify whether that person how at certain positions that are suitable for the job or not.

V. CONCLUTIONS

In this study, the frameworks on focus (HRIS) accounts for some of the factors responsible for the people’s rejection or acceptance of a system, including industry-specific or internal factors, and external factors. Secondly, the framework acknowledges that system adoption is shaped by both intrinsic and extrinsic forms of motivation. Furthermore, the model affirms that the process of accepting or rejecting an innovation (among end users) depends on the history of the firm, as well as the goals and objectives of stakeholder groups. It is also worth noting that the three frameworks approach the concept of HRIS from a user’s perspective, appreciating the needs of the users as critical components that determine the pace of system implementation. Overall, the frameworks gives insight into critical factors that ought to be considered while defining the manner in which information systems among workforces can be established.

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