A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM IN VIKI INDUSTRY PRIVATE LIMITED

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Abstract

The research paper is to analysis Human Resource Information Systems (HRIS) on employee performance. Human Resource Information Systems are digital platforms that help organizations to manage human resources by centralizing, organizing, and automating processes related to functions of human resource. The aim of this study is to find out the relationship between HRIS implementation and employee performance, specifically focusing on the efficiency, effectiveness, and competitive advantage that organizations can gain. this paper implementing the human resource information system of organizations and offers recommendations for successful implementation and utilization in organization.

Key words: *Human Resource Information System and Viki Industry*

Introduction

The human resources information system gives a many benefits of the organisation for making an efficient utilization of the available human resources. The main factors required for the production includes the machines, materials, humans and finances. Out of all the factors, humans have been considered as the main source for optimum utilization of all the resources to get best performance. The most important task for any organisation is to manage the human resources. An appropriate and efficient manpower planning in the organisation helps to achieve the goals of the organisation in different way.

Statement of the problem

The study of the Human Resource Information System on employee performance allows organizations to simplify their HR functions to obtain better solutions. It enables the organisation to completely manage the task related to the employee on boarding, management of the leaves and benefits the administration to lead possible way. The study gives valuable insights in determining the many functions of the HR information systems. This strategic process helps them to get relevant and correct information about each and every required detail for the proper functioning of the human resources. The problem identification is Human Resource Information System provide a great insight the effectiveness of the human resource information system in working of organization.

Objectives of the study

- ♦ To study about the human resource information system in study area.
- ♦ To identify the relationship between human resource information system on employee performance in study area
- ♦ To give suggestions for effective implementation of human resource information system in study area

Hypothesis of the study

- • There is no between human resource information system and Employee performance

Sampling Technique and Sample Size

The study is based on the Primary data information has been collected from 120 respondents through questionnaire from viki industry. By adopting random sampling method, the researcher personally met the employee in organization.

Procedure

Questionnaire was collected from vikiindustry. The respondents were staff members who were working in the company. The questionnaires were given to staff member who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Tools for Data Analysis

The statistical tools Correlation are used for analyzing data.

Data Analysis and Interpretation

Table:1 Correlation analysis shows relationship between Human Resource Information System and Employee performance

Variables	Employee performance		
	N	r	p
Human Resource Information System	120	0.634	0.001

Source: Primary data

The correlation analysis is conducted for the sample of 120 employees, to validate the relationship between human resource information system and Employee performance. Frequency distribution, r value and p values are calculated and following hypotheses are framed.

Null hypothesis H_o: There is no between human resource information system and Employee performance

From the correlation analysis, the calculate r value was 0.634 with a corresponding significant level p = 0.001. Hence, it can be concluded that there is relationship between human resource information system and Employee performance. It is clearly found from the correlation analysis shows that there is significant relationship between human resource information system and Employee performance.

Conclusion

This research entitled "A Study on Human Resource Information System in Viki Industry Private Limited" has so far discussed analysis and interpretation. Descriptive research design was adopted in this study. This study has simple random sampling technique to collect data from workers. The sample size consisted of 120 workers. In this study, human resource information system was dependent variable employee performance was considered as independent variable. Further these variables were taken to statistical analysis with respect to demographic profiles of the workers. It is clearly found from the correlation analysis shows that there is significant relationship between human resource information system and employee performance. We conclude that even though the outcome seems to grow efficiency and minimize costs, maintains, training of employees can be beneficial in the long run and can yield fruitful results.

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