APPRAISAL OF SUPPORT AND BENEFITS OF INFORMATION EDIFICE TO HRIS WITH SPECIAL REFERENCE OF MEDIUM SCALE TEXTILE UNITS

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ABSTRACT

The potentiality of information processing with in the system has been a recognized problem area for the last five decades, consequently it as been ranked as a pivot concern for study in both management and academics. This paper introspect the firm evidence of compatible information model which support to alignment and comprehensive framework linked to organizational performance. The contribution here drives towards the problem area is twofold. First, status of diverse characteristics which are used in evaluation are discussed and more narrowly defined, following that opinion toward constraints in process of usage was also considered. After four years struggle of data collection and analysis, there is moderate support for alignment from two dimensions of either internal or external to follows strategy. This evidences that information edifice in organization is not a steady pace but will reflect to dynamics of change phenomena. These approaches subsequently further pave to enormous research on alignment and change models which determines future research agenda identified. In this study we conclude with suggestions on how to improve evaluation practice and recommendations for future research.

Key words: Information Systems, Information models, Human Resource Information Systems, Information systems value.

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Introduction

The paradigms of Information Systems are under increasing pressure to justify the value and contribution to overall efficiency and efficacy of return on investment and quality of information to value addition to end user. Information edifice assessment is not well established and most evidences drives towards extensive research appetency. The contribution of this study examines information edifice assessment and need for information model framework comprehensiveness linked to organizational overall performance of quality, productivity and competitiveness of the organization. In addition to this a theoretically-based, information edifice measures and a situational theory for choosing necessary tools which provides Information Systems manager with the guidelines necessary to develop their own edifice assessment systems. Ultimately, these feedback or assessment models or systems have the most vibrant elements or components to enrich the quality and productivity of the IS functioning and thereby the organization.

Importance Of Topic In recent years we evidenced a drastic evolution of information and web technologies are seen on one side and on the other side pragmatically witnesses several pitfalls due to lack of cohesiveness in usage of information due to un keen awareness on technologies and their utilities in workplace to end user. Technology is used in present corporate scenarios without proper overview of compatibility. It is evident that from recent times, a drastic paradigm transition is seen which was targeted on administrative and clerical role of IS in corporate, through operations to possess a cutting edge competitive advantage (Henderson et al, 1992; Pruijm, 1990; Lufmran, 1996; Venkatraman, 1991). Most of administrative job relates to the automation of specific functions and aiming to enhance efficiency. In connection to this operations role is an annex of the administrative role and focuses on the capability to automate the entire set of business processes as opposed to only administrative activities. Particularly if we observe in 1980's, academics and the business community recognized the potential of BIS (Business Information Systems) to effect the competitive capability of the organization. This paradigm of competitiveness and its job aims on Information Systems which paves to healthy competitiveness priority. (Henderson et al, 1992; Galliers, 1993, Pruijm, 1990). Much Literature, research and cases evidences the usage of Business Information Systems delivered Sustainable

Competitive advantage. Ultimately the scenario of successes of Information system has begun to pale in the cold light of the nineties driving corporate to alert phase and to be with great caution.

Earlier Studies The traditional experts in Organization and Methods evidenced information systems were highly used in formalizing and implementing the organization-wide systems and procedures. In the past, activities such as *collecting, organizing, codifying, and continuous monitoring of systems and procedures*, which are consistent across an organization, remained unattainable goals due to the enormous amount of manual effort needed for such implementation.

The widely prevalent mindset of the HR function being the custodian of data related to people has undergone a radical change. Further adding to this, venkatesan says, "Democratization of the employee database has already happened through HR applications that provide direct access to people who run the business. HR professionals have to learn to proactively address the issues the organization faces as there will be facts and figures available at all levels through direct access of HR applications." Lack of knowledge and training on relevant IT products and services leads to lower productivity. Every HR personnel needs to be trained on the prevailing HRMS to ensure optimum utilization of the organizations has become an integral part of their performance, there by leading to enhanced productivity. The training also helps in eliminating heavy loads of paperwork, supporting with Karthik says, "Faster access to data at all times enables quick decision-making and releases bandwidth of HR team which can better utilize the time in effective employee engagement initiatives and adding strategic values to business. The training also helps in eliminating heavy loads of paperwork, supporting with Karthik says, "Faster access to data at all times enables quick decision-making and releases bandwidth of HR team which can better utilize the time in effective employee engagement initiatives and adding strategic values to business. With the implementation of HRMS, the entire engine of people management goes on a fast track". The success or failure of any story depends upon the people availing and implementing the facility. There are some cutting edge technology solutions that are available for HR departments, right from quantitative representation of employee data to the current trend of building behavior models that can be used as predictive tools.

Components of HRIS Human Resource Information System is a cluster of varied stratum for programmed and non-programmed decision making at different levels of company. It functions inter connectively, interrelated, inter associated elements working together to gather, assemble, process, pile up, retrieve, restore and recover information to support HR decision making, coordination and control in an organization. As it is evident in the past, personnel of HR assignments involve a lot of manual documentary paper work and consequently, the focus on other core functions of HR decreases. HRIS comes to the rescue of human resource professionals, because it has common shared database, tools to analyze to aid in decision making and many other features such as scanning and matching resumes compatible with requirement of the organization. HRIS empowers the employees to access their personnel records, view the payroll, tax payments and compensational benefits like health coverage, retirement benefits and other perks and incentives. In the literature, Database, Employee Tracking, Benefits Administration, Payroll Administration and Employee Interfaces are deemed to be major components of human resource information systems.

IT as catalyst Information Systems are developed in a company to meet not only its internal reporting needs, but all the external reporting needs that arise from its general business environment. The Internal information needs are represented by the nine functional business systems. The information that a company must provide to meet its business needs is generated not only by internal reporting requirements, but also by its external reporting requirements. Externally generated needs are represented by nine agencies such as central, state and local government, stockholder, vendors, advertising, lenders, customers and unions. Not all the information generated externally is useful to a corporation. That which is useful is most likely to be of use to the upper levels of management (to the strategic and management level). In its *'raw'* form, not all the internally generated information is useful to all levels within the corporation. Different types of reports must be prepared to meet the information needs of each level of user. '*Because of these differing user needs, we must identify the level of Information systems simultaneously to be realized about the characteristics of information pragmatically'.*

In order to meet the present day need of information procurement, development and maintaining for the well being and continuous sustainable innovative environment both in strata of individual

and group phases of organization, apparent of stimulating innovation vice versa it demands to build commitment to learning and sharing in the organization. By innovation, internet and use of the latest developments in knowledge management come into play. Some HR functions that benefit from innovation and sharing include compensation program design, business process design and products/service development. In essence, the transnational HRIS is one that allows organizations to dance to two pipers at the same time, while learning from both. The key element for success is the organizations ability to be sensitive to business and technological trends—no matter where they come from and to innovate and learn, dispersing this innovation and knowledge quickly and effectively throughout the organization worldwide. Transnational innovation and learning processes are those that are locally leveraged and globally linked. Companies must learn how to learn how to balance both local and global innovation processes because too heavy dependence on central innovations creates the risk of becoming insensitive to the local situation; too heavy a reliance on local innovations creates the risk of needless differentiation. Of course, not all HRIS business units in the organization can respond to this call with the same level of resources and capabilities we must take an evolutionary approach in developing our new model for HRIS by forgoing relationships among functional and geographical groups and by allowing units the ability to contribute in areas where they have the most expertise and thus can have the greatest impact.

The researchers have identified the following seven elements/characteristics of Information to assess the benefits of HRIS in the medium- scale textile industries.

1.	**Timeliness**	5.	**Targeted**
2.	**Relevance**	6.	**Inter activeness**
3.	**Formatted**	7.	**Controlled**
4.	**Precise**		

REVIEW OF LITERATURE

Companies around the globe are involved in an intensive campaign to increase productivity and win the battle for International competitiveness. Consequently greater attention is being paid and conventional management strategies such as stream line operations research and development;

information technology product development as well as to improving the management of human resources. Certainly the emergence of internet-enabled technology has affected and enhanced many management areas that include Human Resource management. Brisk changes in Information Systems in last five decades have potentially impacted on firms. The decreasing costs of innovative technology versus the increasing costs of employee compensation and benefits made acquisition of computer-based HR systems (HRIS) a necessary business decision. On the other side management thinkers like ***Laudon & Laudon, Graham Curtis, Lucey, Gerald V. Post*** opinioned Systems like HRIS has become more prevalent in most organizations in extension among employees and to departments in all types of organization are heavily reliant on such systems.

John Gill et al., (2010) described the HRIS is a computerized system typically comprising a database or inter-related databases that track employees and their employment-specific information.

Broderick (1992) states that HRIS can influence effectiveness in four ways: Firstly, with emphasis on increased productivity from the workforce, recruitment, short term working, temporary, and less redundancies. Secondly, it deals with the increasing demands made be legislation, which related to HR practices and the increased need to produce statistics for government. The third factor was the rate of the development of computer technology. The final factor was the increased availability of HRIS at lower costs. The professional body argued that effective HRIS use leads to efficiency.

PURPOSE OF THE STUDY

The objective of the research study is to investigate and establish the information processing support levels of the human resource management systems (HRIS) in the medium-scale textile industries. It also evaluates and establishes the overall information processing and its edifice benefits of the human resource management systems in the same industry.

METHODOLOGY

The present conclusive study is in the specialized area of HRIS with reference to the influence of Management Information Systems (MIS) in the medium-scale textile industries of Hyderabad.

RESEARCH DESIGN

Primary Data : **Hyderabad based medium and large scale industries**

Secondary Data : **Industrial Directory and websites**

Sample Universe: **Employees of textile companies working in HR management**

Sample Frame : **HRIS implementing industries in Hyderabad**

Research Tool : **Five Point Likert Scale Questionnaire**

Sample Size : **106**

Sampling Technique : **Stratified Random Sampling**

SAMPLING DESIGN The study precisely selected the following employees in the pre-defined approximate ratio of 1:3:5 as respondents from the different medium-scale textile industries of Hyderabad.

Table 1: Characteristics of Respondents

Employment Type	No. of Respondents
Top Level Mangers	13
Middle Level Managers	35
Processing Managers	58
Total Respondents	106

DATA COLLECTION A pre-tested, well structured questionnaire is used for the data collection. The questionnaire was distributed to the selected respondents of the medium-scale textile industries and their opinion is recorded on 5-point Likert-scale. Further the collected field survey data was processed and prepared the primary data which is the basis for the further data analysis and conclusion.

ANALYSIS AND INTERPRETATION

One of the important parts of this research study is to assess and establish the information processing support levels of HRIS using the primary data that is pertaining to usage intensity of HRIS alongside demographic factor: Occupation of the respondents. Cumulative weighted average (CWA) technique was used for the data analysis.

INFORMATION SUPPORT LEVELS OF HRIS The data pertaining to the support levels of HRIS in the respondents' respective organizations are presented in the table 2 and the same is depicted in the form of bar chart in figure 1.

Table 2: Support Levels of HRIS

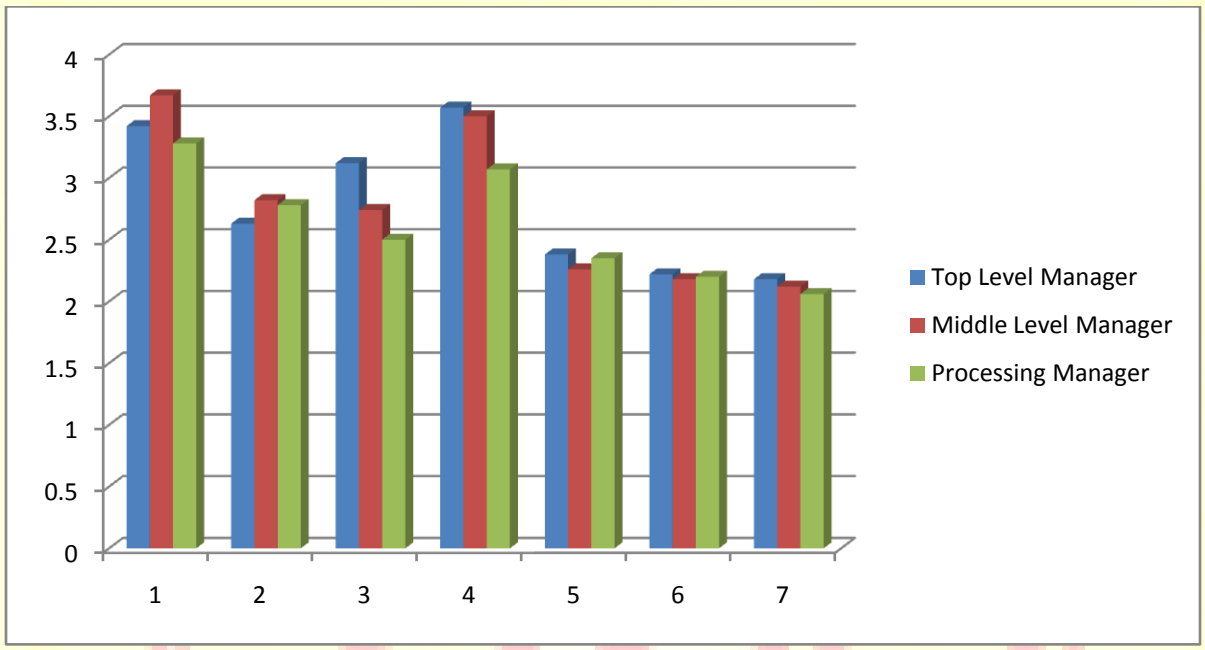
Occupation Category	CHARACTERISTICS OF INFORMATION – Ratings (in WA)							
	Timeliness	Relevance	Formatted	Precise	Targeted	Interac-tiveness	Controlled	CWA
Top Level Manager	*3.42*	*2.63*	*3.12*	*3.57*	*2.38*	*2.22*	*2.18*	*3.20*
Middle Level Manager	*3.67*	*2.82*	*2.74*	*3.50*	*2.26*	*2.18*	*2.12*	*3.11*
Processing Manager	*3.28*	*2.78*	*2.50*	*3.07*	*2.35*	*2.20*	*2.06*	*2.73*
CWA	**3.36**	**2.69**	**2.79**	**3.28**	**2.54**	**2.24**	**2.09**	**3.15**

(Source: Field Survey) **WA: Weighted Average (also called Weighted Mean)**

Interpretation: From above table, the CWA value of 3.36 offered to *Timeliness Data* on 5-point mean rating scale confirms that medium-scale manufacturing industries are quite low competent of storing, managing and accessing the product and customer related information with the help database. Similarly the moderately high CWA value of 3.28 offered to *Precise* on 5-point scale

indicates that they are quite competent to maintain and manage moderately the Data administration activities with fewer issues with the help of HRIS.

In contrary, the CWA values of less than 3.0 on 5 point scale offered to HRIS Information Characteristics of Relevance, Formatted, Target, Interactive ness and Controlled spot the moderate support levels towards the components. The studies suggest to immediate updating of HRIS system and also enhance exercises, of course, with an added passion for value addition.



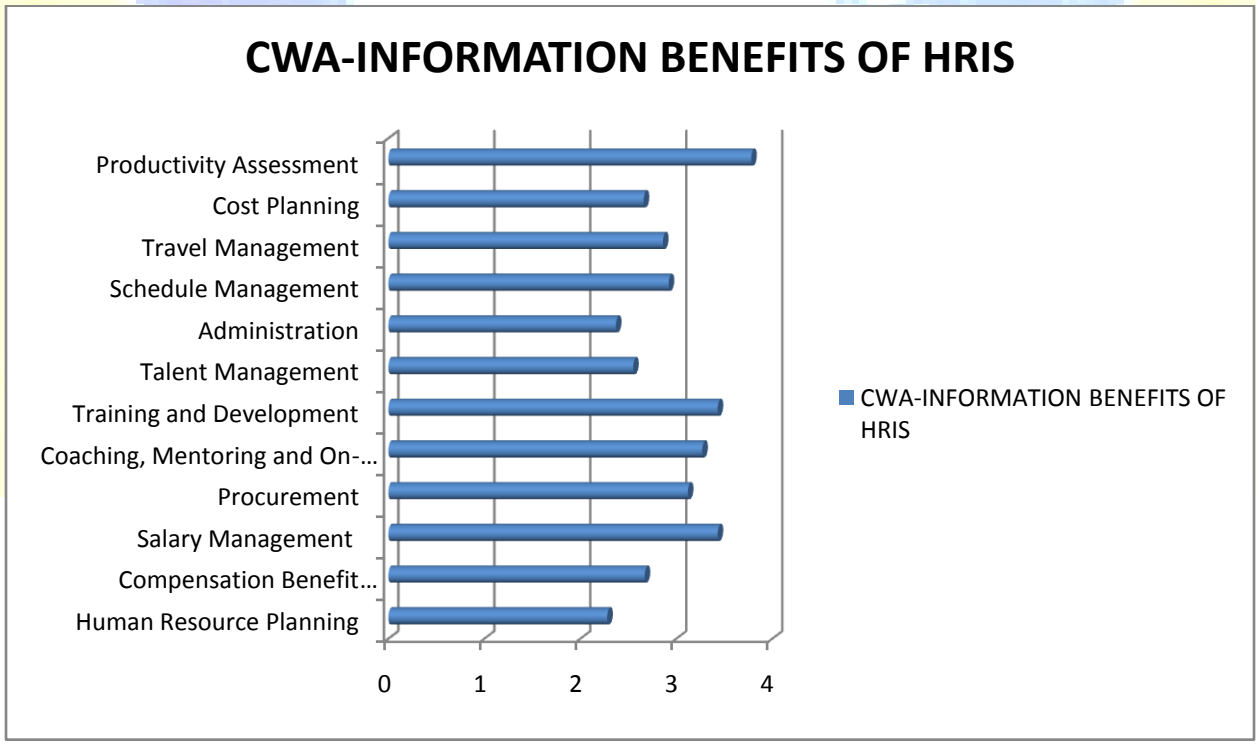
INFORMATION BENEFITS OF HRIS

The data that was collected through questionnaire in order to assess the credentials of information benefits of HRIS is processed and presented in the table 3 and the same is depicted in the figure 2.

Table 3: Credentials of HRIS

Variables	Weighted Average
Human Resource Planning	2.58
Compensation Benefit Administration	2.87

Salary Management	3.63
Procurement	3.32
Coaching, Mentoring and On-boarding	3.57
Training and Development	3.63
Talent Management	2.75
Administration	2.57
Schedule Management	3.72
Travel Management	2.86
Cost Planning	2.66
Productivity Assessment	3.98
Average	3.36



Interpretation: The Table 3 demonstrates the overall benefits attained with the help of Information processing in HRIS with the CWA value of 3.36 on 5-point mean rating scale, reveals that Hyderabad based medium-scale textile industries are attaining nearly 2/3 of the benefits from Information Processing in HRIS. Precisely, the variables with moderately average score > 3.5, Productivity Assessment and nearly < 3.5 are, Training and Development, Salary Management and Coaching/Mentoring and On-boarding have been attained. Besides it is also evidenced and alarming sign with less than 3 of, Human Resource Planning, Compensation and Benefits Administration, Talent Management, Administration, Schedule and Travel Management support providing relatively less benefits through HRIS, which emphasizes the apparent and immediate improvements in the HRIS system in order to attain the utmost benefits than present.

RESULTS AND DISCUSSIONS

The support to the HRIS components clearly indicates that medium-scale textile industries are still lagging behind the most reliable, wise and wide usage of technology. Firms must first recognize the importance of HRIS and then update and install the systems in order to lime light the organization performance. The companies are able to attain only less than moderate average 2/3 of the benefits from HRIS and losing the remaining 1/3 of benefits. This evidently indicates that the support levels must be firmly analysed timely installed with compatable elements to integrate and improvise value addition to present and future outcomes from the HRIS.

CONCLUSION

The study confirms that the support levels of medium-scale textile industries towards the HRIS is moderately average and suggest immediate resolutions of enhancement in HRIS to effectively and efficiently utilization of the system in order to procure and conquer the opportunities for continuous lading of organization. The researchers recommend that firms must concentrate with immediate effect on the weak areas of HRIS systems: Training and Development, Salary Management and Coaching/Mentoring and On-boarding, Human Resource Planning, Compensation and Benefits Administration, Talent Management, Administration, Schedule and Travel Management.

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