

A Study On Impact Of Hr Role With The Performance Of Hris- A Study On Employees Working In Sales Of Fmcg

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ARTICLE INFO ABSTRACT

HR planning is crucial to ensuring that human resources meet business goals and objectives. Predicting future HR needs, or forecasting, is the most crucial aspect of HR planning. When it comes to functionality, HRIS offers the best system for monitoring workers for training, development, retention, and performance reviews. HRIS also offers information technology that facilitates efficient and accurate information processing. A component of HRIS is systematic HR planning, which puts the needs of the organization's employees first and guarantees that it will have access to the best HRs when needed. The study focused on determining the role of HR with the performance of HRIS and also to know the Role of HR with the employees working in the FMCG. The analyses are predicated on survey data that was gathered from 150 respondents who use HRIS to make updating of their activities about what they do to what they need and the role of HR. The survey data was gathered both offline and online. It is seen from the regression table that the HR Role is found to have a less scoring like On role commitment was found to be next with the beta value 0.008 whereas Salary and incentive and Training and work allotment are the least contributing variable to overall performance of HRIS with -0.062 and -0.002 beta value. The impact between HR role and Performance of HRIS states that one or the other is interred related to value a working employee. The records of the performer is recorded mechanically but the action is taken by the HR. so the study concluded that the performance of the application or the role of HR is dependent on each of the other.

Keywords: Performance of HRIS, HR role, On role commitment, employees, HR planning.

INTRODUCTION ABOUT HRIS

The efficient use of hardware and software to link the HRM with the information system is known as the Human Resource Information System (HRIS). The most crucial aspects of human resource management, such as forecasting and planning, can be effectively completed with HRIS. It is a fairly common system in the corporate business world these days. For a business to succeed and endure in the cutthroat business world of today, it must implement an efficient HRM system. Utilizing human resources effectively comes after successful business. This includes HRIS. A crucial tool for strategic planners is HRIS. This tool assesses the organization's departments' future HR requirements and availability in the cutthroat market to meet business demands. This tool is used by many businesses to build their own information systems (IS). It facilitates better departmental communication within the company. Appropriate HR administration follows from an efficient communication system. In the end, it will lower costs and raise business productivity. HR planning is crucial to ensuring that human resources meet business goals and objectives. Predicting future HR needs, or forecasting, is the most crucial aspect of HR planning. A vital component of any organization is its human resource base. Without this resource, an organization cannot function effectively. The organization must first have an accurate HR plan in order to use HRM effectively.

HR role with HRIS application

When it comes to functionality, HRIS offers the best system for monitoring workers for training, development, retention, and performance reviews. HRIS also offers information technology that facilitates efficient and accurate information processing. A component of HRIS is systematic HR planning, which puts the needs of the organization's employees first and guarantees that it will have access to the best HRs when needed. HR planning sets up the current conditions to create a suitable and advantageous future for the company. The business will determine future needs through this methodical analysis, and goals will be set in accordance with those needs. HRIS is better at manipulating, storing, and transferring information for small businesses than it is for large, corporate enterprises. HRP and HRIS enable the organization to become proactive as opposed to reactive. The organization will get the right people in the right positions at the right time and cost by putting this system into place.

Application of HRIS:

Payroll, benefits administration, training, and recruitment systems have all adopted HRIS. HRIS adds automated time management to the payroll system. In this instance, the system's functionality needs to be examined. The Human Resource Department's training strategies that energize the workforce will be improved by incorporating HRIS. The HRIS training system monitors and controls every facet of the training regimen. HRIS assists the HR department in concentrating on a successful hiring procedure. Hiring is a multi-stage, intricate process. HRIS assists in overseeing every stage of the hiring procedure. HRIS will offer additional information about the business and its personnel. Top management will use the data to gain insight into the state of the business and develop plans and actions for improvement.

Role of HR with HRIS:

The primary goal of HRM is the efficient use of HRs to accomplish organizational goals by assigning the right people to the right positions. An essential component of HRM is planning. Each organization is unique from the others. Effective succession planning is necessary to meet the organization's future demands. An organization needs more data from the internal and external environments for planning to be successful. In order to develop the necessary skills and competencies to accomplish the goal, a successful organization invests time and resources in defining the needs.

HRM functions include recruitment and selection. The hiring strategy will be determined by the organization after gathering data from HRIS. The information about the duties and qualifications required for the position will be provided by this system.

HRIS is useful for job analysis. Strategic The data on resource allocation is provided by HRIS. Automated job analysis with job description and job specification is part of HRIS. This system integrates organizational job value, job evaluation, and job analysis. Information is gathered from interviews by the HRIS's job analysis and design information system. The output of the job analysis and design information system are the job specification and description, as well as information from external sources such as the government, competitors, labor unions, etc. The manager can make tactical decisions about human resources with the help of this output.

Effective internal and external communication is essential to the organization's growth. Information sharing and enabling between external and internal groups that are either directly or indirectly affiliated with the organization is known as corporate communication. HRIS fosters effective communication development.

ABOUT THE STUDY

The study focused on determining the role of HR with the performance of HRIS and also to know the Role of HR with the employees working in the FMCG.

SAMPLE: The analyses are predicated on survey data that was gathered from 150 respondents who use HRIS to make updating of their activities about what they do to what they need and the role of HR. The survey data was gathered both offline and online. To determine the effect of the independent variable on the dependent variable, they employed a number of statistical techniques like percentage analysis and Correlation regression

SOURCE OF DATA: Both primary and secondary data is used for the study.

REVIEW OF LITERATURE:

HRIS as a Force for Change According to Kossek et al. (1994), the introduction of a new HRIS is a significant example of a planned organizational change for the HR department. The use of an HRIS to improve business and strategic decision-making has significant effects on organizational development. They made an effort to emphasize how HRIS can use HR to become a business partner, a force for change, and to change the way that HR is communicated with and power dynamics are established. They have also deduced that, in spite of these potentials, HRIS is still primarily utilized for HR process automation rather than being used strategically. Organizations run the danger of spending millions adopting HRIS with subpar returns if the true benefits of the system are not fully realized.

The significance of social context has been emphasized in recent discussions about technology and organizations, and frameworks that recognize the material and social nature of technologies including HRIS have been developed. It is important to consider how HRIS is viewed as a change agent in HR management because user acceptance or rejection depends on the overall context. Because of this, change pioneers have always emphasized the importance of educating those impacted by change to attest to their acceptance of it, as this could either directly or indirectly affect their regular working methods. In a nine-year longitudinal study involving four private schools, it was discovered that the HR function and the success of HRIS have an operational and relational evolution.

While highlighting the growing necessity for HR stakeholders to become strategic business partners, Alamelu et al. (2016) discovered in their research that information plays a significant role in top management decision-making. Time savings, accurate HR documentation, and prompt information availability not only make the life of the HR department easier, but they also help top management and other important stakeholders in the company make decisions. An organization can streamline HRM processes with an HRIS system, from hiring to firing. Modern HRIS software is far superior to its manual counterparts because it has the innate ability to process information accurately and quickly. HRIS also strengthens HRM functions' capabilities and their application to managerial goals and their deceptive decision-making objectives.

Several academic studies have reported that, despite being an extremely effective tool for managing human resources, HRIS has primarily been utilized by businesses to automate HR processes. One of the most important—and frequently disregarded—aspects of a successful HRIS implementation is need analysis. Research hasn't been specific enough to make HRIS useful for strategic gains. This is most likely because the operational concerns with HRIS have not been the focus of these studies. The more functions there are, the more complicated the HRIS is. Even though this might not be a problem in the early stages of an organization, as it grows in size and manpower, it might become imperative.

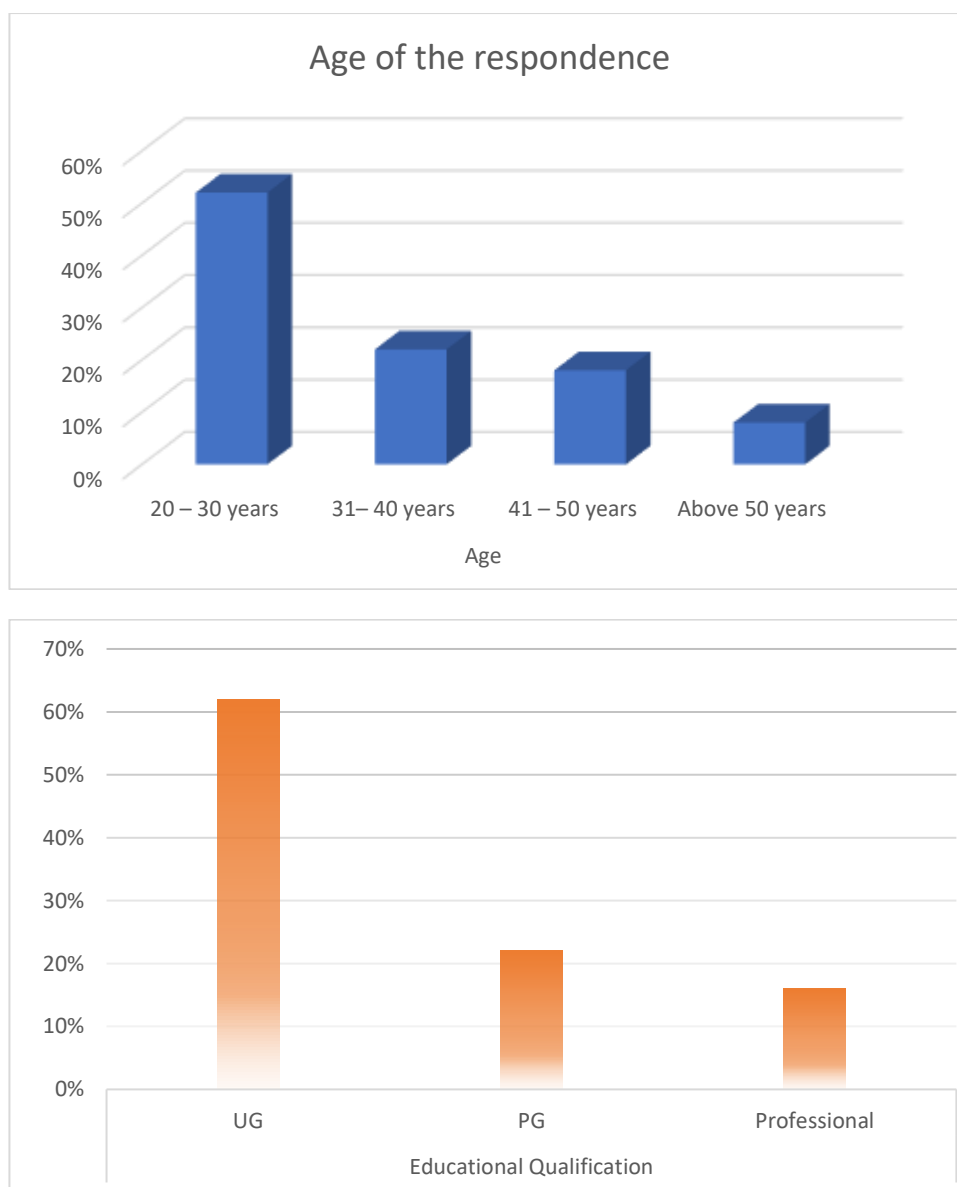
ANALYSIS AND FINDINGS

Table 1.1 Percentage analysis of demographic factors.

		Percentage of responses
Age	20 – 30 years	52%
	31– 40 years	22%
	41 – 50 years	18%
	Above 50 years	8%
Gender	Male	35%
	Female	65%
Educational Qualification	UG	62%
	PG	22%
	Professional	16%
Marital status	Married	66%
	Unmarried	34%
Working nature	HR	14%
	Manager	3%
	Employee	51%
	Accountant	32%
Earning members	1	37%
	2	48%
	3	13%

	More than 3	2%
Family Annual income	Below 6 Lack	9%
	6 to 7lack	36%
	7 to 8lack	53%
	9 lack and above	2%

Source; Primary data



The above information depicts the percentage analysis of the demographic data of the study.

CORRELATION OF HR ROLE Vs PERFORMANCE OF HRIS

The table 1.2 represents the data regarding correlation of HR Role and performance of HRIS factors. The results shows that On role commitment of HR correlates performance of HRIS at 0.406, Salary and incentive correlated performance at 0.357, and Training and work allotment correlates performance at 0.272.

TABLE: 1.2 CORRELATION OF HR ROLE VS PERFORMANCE ASSESMENT

HR Role	PERFORMANCE OF HRIS
On role commitments	0.406
Trainings and work allotment	0.357
Salary and incentive	0.275
**. Correlation is significant at the 0.01 level (2-tailed).	

Source: Primary data.

The correlation table shows the degree of relationship of HR Role and Performance OF HRIS factors. Higher the correlation more the degree of relationship between the two variables. It is observed from the above table that all the factors are positively correlated. The highest correlation is found between performance of HRIS and On role commitment of HR($r=0.406$). The correlation between Training and work allotment and performance of HRIS is lower ($r=0.275$) when compared with others. All the correlations are significant at 1% level.

REGRESSION ANALYSIS OF AUTHENTIC LEADERSHIP, HR ROLE WITH PERFORMANCE ASSESMENT.

The multiple regression analysis is done to determine the comparison of HR Role with the performance of HRIS with the respondents. The total score of performance from the respondents are calculated as per the standard values given for the questions. Performance of HRIS as dependent variable for comparison with HR Role the multiple regressions is carried out and the results are inferred below.

TABLE: 1.3 REGRESSION ANALYSIS OF HR ROLE WITH PERFORMANCE ASSESMENT.

Dependent Variable: PERFORMANCE OF HRIS					
	Regression Coefficients(B)	Std. Error	Beta	t	Sig.
(Constant)	42.541	62.344			
On role Commitment	.320	3.055	.008	.105	Ns
Salary and incentive	10.538	3.621	.166	2.910	**
Training and work allotment	8.370	3.464	.151	2.416	*
**Significant at 5% level (95% Possibility), * Significant at 1% level (99% Possibility), NS: Not significant					

Source: Primary data

TABLE: 7.4.2 RESULTS OF REGRESSION ANALYSIS.

R	R Square	F	Sig.
.477	.331	27.932	**

Source: Primary data

The R value shows that a moderate correlation (0.477) exists between the dependent variable (PERFORMANCE OF HRIS Score) and the independent variables HR Role. The R square value (0.331) which when expressed in percentage, explains that 33.1% of the variation in the Overall performance score of HRIS is due to the independent variable. The F value (27.932). Called as F-statistic, is used to find whether the multiple correlation (R) value is significant or not. The associated significance level ($P<0.01$) shows that R is fairly significant at 1% level.

Standardized regression coefficients (Beta) were found out for the respective regression coefficients since these are independent of units of measurements and hence they are comparable. The relative contribution of each variable to the dependent variable, performance score can be found out from these values. It is seen from the regression table that the HR Role is found to have a less scoring like On role commitment was found to be next with the beta value 0.008 whereas Salary and incentive and Training and work allotment are the least contributing variable to overall performance of HRIS with -0.062 and -0.002 beta value.

Suggestion and conclusion

The study is taken to find the HR role with the working nature or performance of HRIS with the employees working in FMCG. The analysis stated that HR had no direct interactions with the on role working employees but the responses received in the e-application is noted and taken into count of the performance of employees.

Where the supervisors are completely responsible for the work allotments and performance monitoring of the employees in On role, where as the HR is directly involved with them during the payout errors and interviewing them for the role. The impact between HR role and Performance of HRIS states that one or the other is interred related to value a working employee. The records of the performer is recorded mechanically but the action is taken by the HR. so the study concluded that the performance of the application or the role of HR is dependent on each of the other.

Future scope of research :

- Given that some organizations have either an HRIS or are not implementing one, this suggests significant threshold areas where size and need are categorized as the two main factors. The reasons why HRIS isn't in use will be better understood by conducting research on the same and related dimensions.
- There are several ways in which transactional and transformational HRM practices vary from one another. Further research focusing on these two distinct operational and transformational dimensions will shed more light on the opportunities and difficulties associated with HRIS adoption by Indian enterprises.
- Nearly every possible avenue that HRIS could potentially address was investigated. As a result, the conclusions are a little more difficult to map in order to map future strategic HRM aspects of HRIS. It would be interesting to see how HRIS delivers People and HR Analytics in a unified manner in future studies.

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