

Human Resource Management System(HRMS)- The Effects and Organizational Performance

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ABSTRACT

A Human Resource Management System (HRMS), refers to the systems and processes at the intersection between human resource management (HRM) and information technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing systems evolved into standardized routines and packages of enterprise resource planning software. The main objective of this paper is to reduce the effort of Administrator to keep the daily events such as attendance, projects, works, appointments, etc. This paper deals with the process of identifying the employees, recording their attendance hourly and calculating their effective payable hours or days. This paper should maintain the records of each and every employee and their time spend in to company, which can be used for performance appraisal. Based on that transfer, removal, promotion can be done. To make a human resource department more effective and efficient new technologies are now being introduced on a regular basis so make things much simpler and more modernized. Human Resources Management System this integrated system is designed to help provide information used in HR decision making such as administration, payroll, recruiting, training, and performance analysis.

Keywords : Administrator, Applicant, .Net Frame Work Human Resource, Employee.

I. INTRODUCTION

Human Resource Management provide the optimal ways and proposed the suitable solution towards the needs of organization to manage the “Human Workforce Optimally” and mapped the particular skill set in proper field such as in “Production Field” (such as provide skilled and sufficient human resources developing a product according to market need and market competencies wit in require time limit and quality), “Project Field” (provide skilled and sufficient human resources whose skill sets and competencies are mapping towards client requirement and project technical and others needs), “Service and Operational Field” (provide skilled and sufficient human resources whose skill sets and competencies are mapping towards finding out a solution space and resolve that within time frame for client or customer or for self business need) , “Sales Field”(Such as Promotional Product Branding and finding out the market opportunities and customer interaction and sales dealing)or any other areas inside (such as arrange or maintain required infrastructure for Organizational Operation; “RESOURCE AND FACILITY MANAGEMENT Team or RFM team are the best example in this case) or outside the organization(Such as interact with client or customer and finding out and crystallize their

interaction; Consultants are the best example of outside entities whose skill and operation can be mapped and managed by Human Resource Department).



Fig1:- Human Resouce Management System

II. MODULE OF HUMAN RESOURCE MANAGEMENT SOFTWARE AND ITS SIGNIFICANCE

2.1 Organization Management:

HRMS can able to structured the organization such as Company, Location, Department, Designations, Employee Group and Organization Change such as Resignation, Termination, Transfer, Promotion etc.



Fig2:- Organization Management

2.2 Security Management:

HRMS also provides the security for user by using “Roles management”, “Users Management”, “Menu Authentication and Authorization” etc. The “Role Management” designed some user or group as Administrator with the full control of module and others will be the “End User” might be with some add-ins facilities. It also provide the provision to add or delete the “User/Group”.



Fig3:- Security Management

2.3 Time Management and Absent Management :

HRMS also provides integrated “Attendance Machine Module”, “Manual Attendance Facilities”, “Overtime Application and approval”, “Shifts Management on duty application and Approval” ,”Leave types”, “leave application and approval”, “Manual approval, “Yearly and monthly processing of leave”, “Leave rules” etc.



Fig4:- Organization Management

III. EMPLOYEE INFORMATION MANAGEMENT

HRMS used to store all information of an employee such as employee master, academic information, organization information, past experiences, employee leave information, JD's, Training information, pay structure information(on demand), passport details(on demand), nominee details(on demand), Complete Bank Details, Details to Configure “Reporting Tool”.

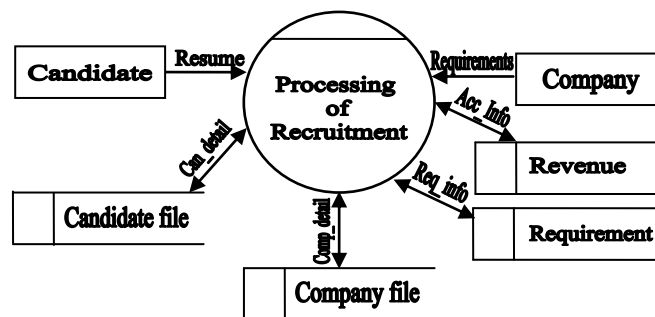


Fig5:- Employee Information Page

IV. PAYROLL MANAGEMENT

HRMS payroll management can configure up to N number of elements, single pay structure assignment to multiple persons, formula based pay structure designing(dependent and independent element wise), Bonus, Gratuity, Super annotation, pay structure revision depending on Performance management system, pay arrears, loans and advances, reimbursement elements, full and final settlement, pay adjustment, employee message, all the statutory reports, Reports according to factory laws, GLWF, ESIC, Provident Fund Configuration, Taxes configuration, TDS--Form 16, overtime payment, leave encashment, pay run and authorization. Change pay process, pay check list, post earning.

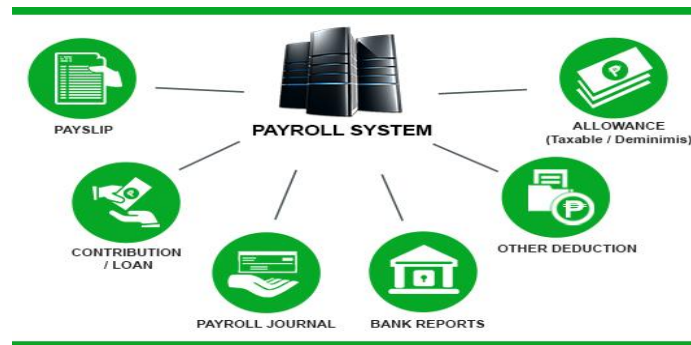


Fig7:- Payroll Management

V. RECRUITMENT OR STAFFING

Candidate information form at entry level, advanced level, whole recruitment cycle--MPR (Man Power Request) Or Staff Requisition, Man Power planning according to estimated budget, Man approval at different levels, recruitment expenses, consultant interface(on demand).



Fig8:- Recruitment or Staffing System

5.1 Performance Management and Man Power Development Or Training:

Depending on performance of an employee the changed that will be happened in employees' profile will be reflected across the system even in different module such as "Employee Detail", "Payroll Management", "Insurance Management" etc. The performance management can be different type such as:

- 1] 360 degree: The evolution based on comments of "Supervisor", "Client", "Group" and some time external entities.
- 2] 180 degree: The evolution based on comments of "Supervisor" and Client.

The "Training Management" module contains the following step which use to execute as work flow:

- 1] Training budget
- 2] Training Application and approval
- 3] Training programs
- 4] Training evaluation
- 5] Training Attendance.

5.2 Employee Self Services and Manager Self Services and Organization Climate Survey:

In Employee Self Service employee can put all the services which the employee can make use. By using “Employee Self Service” employee can manage the followings:

- 1] HR Help Desk
- 2] Employee Document
- 3] Job Information.

Managerial Self Service employee can put all the services which the manager can use for employee. By using “Managerial Self Service” employee can manage the followings:

- 1] Career Planning
- 2] Reportees Information
- 3] Separation

5.3 Employee Help Desk/Suggestions and Opinion Polls:

Through this module employee can escalate any issue or queries to “Human Resource” department.

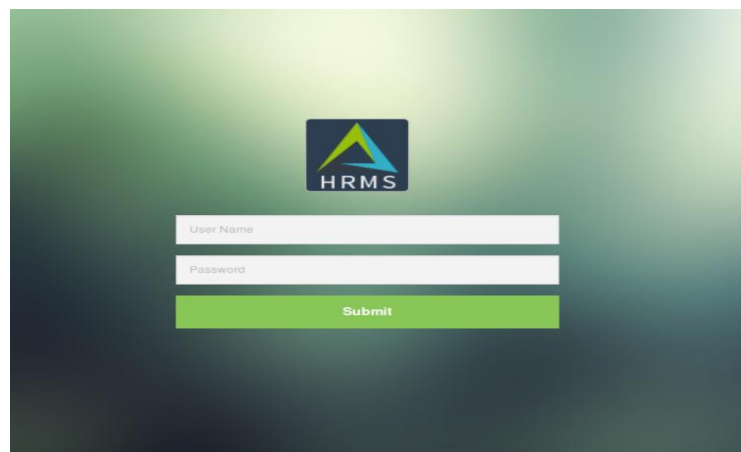


Fig 9:-Login form



Fig10:-Applicant form

S.NO	ATTRIBUTE	TYPE	SIZE	DETAILS
1	Appli_ID	Varchar	10	Primary Key
2	Appli_Name	Varchar	50	Name Of Appli
3	Email_ID	Varchar	50	Email ID Of Appli
4	Address	Varchar	100	Store Address
5	Experience	Numeric	4,2	Exeperience
6	Contact No.	Numeric	12	Store Contact
7	Apply Date	Varchar	10	Store Data When Apply

Fig11:-Employee Details

S.NO	ATTRIBUTE	TYPE	SIZE	DETAILS
1	Emp_ID	Varchar	10	Primary Key
2	Emp_Name	Varchar	50	Name Of Emp
3	Email_ID	Varchar	50	Email ID Of Appli
4	Address	Varchar	100	Store Address
5	Department	Numeric	4,2	Department
6	Contact_No.	Numeric	12	Store Contact
7	Joining_Date	Varchar	10	Store Data When Joining

Fig12:-Employee Exprince Details

through any “Portal Collaboration” software such as “SharePoint”, “File Net” etc. the HRMS software such as “PeopleSoft”, SAP HRMS or the modules can be integrated with the Portals.A general “Human Resource Management” contains the following modules.

VI. HRMS MODULES

STRUCTURE OF TABLES USED
TABLE 1 – EMPLOYEE

EMPLOYEE TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	EMPCODE	VARCHAR	10	PRIMARY KEY
2	NAME	VARCHAR	20	NAME OF CANDIDATE
3	ADDRESS	VARCHAR	30	STORES COMPLETE ADDRESS
4	CITY	VARCHAR	30	STORES CITY NAME
5	ZONE	VARCHAR	10	STORES ZONE NAME
6	STATE	VARCHAR	15	STORES STATE NAME
7	AGE	NUMBER	2	AGE OF CANDIDATE ADDRESS
8	SEX	VARCHAR	1	STORES M OR F
9	PHONE	VARCHAR	10	STORES PHONE NUMBER
10	MOBILE	VARCHAR	10	STORES MOBILE NUMBER
11	DATE OF BIRTH	DATE	15	STORES BIRTH DATE OF EMPLOYEE
12	DATE OF HIRE	DATE	15	STORES HIR DATE OF EMPLOYEE

Fig13:- Table of Employee

TABLE 2 – EDUCATION

EDUCATION TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	CODE	VAR	10	PRIMARY KEY
2	EMPC	VAR	10	FOREIGN KEY
3	UNIVE	VAR	20	NAME OF THE UNIVERSITY
4	SUBJE	VAR	30	NAMES OF THE SUBJECTS
5	YEAR	NUMBER	4	YEAR OF PASSING.
6	PERCE	NUMBER	4,2	STORES PERCENTAGE

Fig14:- Table of Education

TABLE 3 -- QUALIFICATION

QUALIFICATION TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	CODE	VAR	10	PRIMARY KEY
2	EMPC	VAR	10	FOREIGN KEY
3	INSTIT	VAR	20	NAME OF THE INSTITUTION
4	COURS	VAR	20	NAMES OF THE COURSE
5	YEAR	NUMBER	4	YEAR OF PASSING
6	PERCE	NUMBER	4,2	STORES PERCENTAGE
7	GRADE	VAR	1	GRADE IN THE COURSE

Fig15:- Table of Qualification

TABLE 4 -- EXPERIENCE

EXPERIENCE TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	CODE	VARCHAR	10	PRIMARY KEY
2	EMPCODE	VARCHAR	10	FOREIGN KEY
3	ORGANIZATION	VARCHAR	20	NAME OF THE ORGANIZATION
4	POST	VARCHAR	20	NAMES OF THE POST
5	YEAR	NUMBER	4	YEAR OF PASSING
6	DURATION	NUMBER	4,2	IN MONTHS

Fig16:- Table of Education

TABLE 6 – COMPANY

COMPANY TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	CODE	VARCHAR	10	PRIMARY KEY
2	NAME	VARCHAR	30	NAME OF THE COMPANY
3	LOCATION	VARCHAR	30	ADDRESS OF THE COMPANY
4	MANAGER	VARCHAR	20	MANAGER OF THE
5	BUSINESS	NUMBER	10	AMOUNT OF THE BUSINESS

Fig17:- Table of Company

TABLE 7 – LOGIN

LOGIN TABLE				
S. No.	ATTRIBUTE	TYPE	SIZE	DETAIL
1	LOGIN NAME	VARCHAR	10	NAME OF THE USER
2	PASSWORD	VARCHAR	10	STORE THE USER PASSWORD

Fig18:- Table of Login

VII. CONCLUSION

The Human Resources Management (HRM) function includes a variety of activities, and key among them is deciding what staffing needs you have and whether to use independent contractors or hire employees to fill these needs, recruiting and training the best employees, ensuring they are high performers, dealing with performance issues, and ensuring your personnel and management practices conform to various regulations. Activities also include managing your approach to employee benefits and compensation, employee records and personnel policies. Usually small businesses (for-profit or nonprofit) have to carry out these activities themselves because they can't yet afford part- or full-time help. However, they should always ensure that employees have -- and are aware of -- personnel policies which conform to current regulations. These policies are often in the form of employee manuals, which all employees have.

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