

Impacts of Human Resource Information System in Quality of Work Life: An examination on private area IT representatives

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Abstract

The current examination expects to research the potential impacts that HR data framework have for the nature of work life in IT Companies in Kerala. This investigation is led inside a graphic connection approach the factual populace included 2000 representatives working at the private area in Kerala. From the populace 150 people were chosen through bunch arbitrary examining for as the example. The instruments utilized included Human Resources Information System (HRIS) Questionnaire which is a nearby finished poll with 40 things and 4 components and Quality of Work Life Questionnaire with 24 and 6 components which is planned dependent on a 5-level Likert scale. The discoveries of this examination uncovered that the HR data framework and nature of work life is at adequate levels for the representatives under investigation. The consequences of connection coefficient show that there is a critical and positive connection between HR data framework and the personal satisfaction.

Index Terms: Human resource information system, quality of work life, employee motivation

Introduction

In the course of recent many years, associations have been utilizing HRIS more to deal with their human skilled (Ngai and Wat, 2006). Associations started to electronically mechanize large numbers of cycles by acquainting particular HRIS with diminish the standard exchange and customary HR exercises and to manage the complex groundbreaking ones. HRIS alludes to the frameworks and cycles at the crossing point between human asset the executives and data innovation, it's a coordinated information base shared by HR works that gives a typical language and the reconciliation of HR administrations. In this way; to build the adequacy of HRM. Associations are getting more reliant upon HRIS (Ball, 2001; Lippert and Swiercz, 2005). Each association these days considered HRIS as a vital piece of any association capacities. It's prominent that an ever increasing number of associations are creating data innovation which can assist the association with accomplishing the objectives in an ideal way, which can help associations settle on more essential choices by profiting by data framework (Sadiq et al, 2012).

Szilagi and Wallace (1987) characterize the nature of work life as a cycle of joint dynamic, collaboration, and shared trade off between the supervisor and representatives which expects to change the conditions to build the commitment of the worker in the work and raise their achievements from the work life. Typically the nature of work life is characterized based on factors identified with pay, compensation, government assistance and medical care administrations, the board, work environment, work plan, and the climate (outside the work environment). The components that are arranged under compensation, pay, and government assistance and medical care administrations incorporate satisfactory installment, advantages, and rewards, the home loan and individual credits accommodated the representatives, the helpful government assistance and

medical services administrations, and the lasting business (joboffering the installments and advantages, assessing the workers properly and coherently, including the workers in the administration practices and dynamic, appreciating the workers' mastery and information, opportunity of representatives at work (self-sufficiency at work), and remunerating the workers for completing position obligations fittingly and mindfully, promising and improving the soul of difficult work among the workers. The working environment significant variables in the association incorporate making an air of companionship and trust and guaranteeing the security and harmony in the work environment

Review Of Litration

Bader Yousef Obeidat (2012): The examination paper named the Relationship between Human Resource Information System (HRIS) Functions and Human Resource Management (HRM) Functionalities was distributed in the Journal of Management Research .The target of the Research paper was to consider Human Resource Information System (HRIS) capacities and Human Resource Management (HRM) functionalities. The number of inhabitants in the examination comprised of all business banks exchanging the Jordanian financial area with an absolute number of fifteen banks, the populace was restricted to HR divisions in each bank's settle in the capital of Jordan . To address the examination objective, information was accumulated utilizing an organized survey, which empowered the speculations testing. The aftereffects of this investigation uncover that there is a connection between human asset data framework and human asset the executives. The way that a large portion of the banks wouldn't offer admittance to the scientist to gather information which is viewed as a restriction of this investigation.

Udani chaturika wickramaratna (2009): The Research Paper The part of human asset data frameworks in human asset arranging in private area associations. The Objective of the examination was To investigate the commitment of HRIS selecting subsystem to labor force arranging of an association. To research the commitment of HRIS preparing and improvement subsystem to labor force arranging of an association. To distinguish the general commitment of HRIS in HR arranging through HRIS enlisting and preparing and advancement subsystems of an association. Exploration discoveries unmistakably showed that senior HR chiefs are very much aware that they can expand the productivity of HR arranging through HRIS, saving time and cost. Notwithstanding, discoveries don't uphold the reason that HRIS builds the effectiveness of HR arranging other than in practical work, for example, work examination. Associations ought to distinguish the essential worth and upper hand that they can acquire through HRIS in HR arranging. Barely any constraints were established, for example, HRIS client populace is little since most associations can't bear the cost of it. Particularly little associations can't utilize incorporated HRIS with ERP inside a reasonable expense.

Objectives Of The Study

- To extrapolate the connection between various factors of nature of work life components and human asset data framework

Scope And Significants Of The Examination

Human asset data framework as quite possibly the main parts of the that guarantees long haul relationship of representatives with the association. It is fundamental for the association to foster quality connection between its representatives and work space .

Assortment Of Information

The information is gathered through essential and optional sources.

Essential information

Essential information was gathered from the respondents utilizing organized polls, which was set up so that, it empowers the respondent to state their viewpoint uninhibitedly and honestly and gather information from 150 respondents.

Auxiliary information

Optional information was gathered from various distributed and unpublished examination reports, reading material, magazine, diaries, articles, site and so on

Limitations

- Sample size is restricted to 150 representatives working IT Companies.
- There might be mistakes because of the inclination of the respondents.
- Due to time requirements and occupied timetable of workers , it was hard to cooperate with them totally.

Analysis & Interpretation

Correlation co efficient for human resource information system and quality of work life

Variables	Correlation	R ²	p
Human resource information system and compensation	0.56	.30	.001
Human resource information system and occupational stress	0.50	.31	.001
Human resource information system and work place environment	0.55	.25	.001
Human resource information system and employee motivation	0.74	.49	.001
Human resource information system and communication flow	0.53	.29	.001
Human resource information system and job satisfaction	0.56	.32	.001

As the above table show that , there are positive and critical connection between the factors of nature of work life and human asset data framework. This implies that the productive human asset framework in an association will likewise improve the nature of work life representatives and naturally it will improve the effectiveness of the entire association. Above information shows that worker inspiration is the most elevated relationship with HRIS.

Discussion And Conclusion

The current examination researched the likely connections between two classifications of factors for the HR data framework and nature of work life among the representatives working at IT Companies in Kerala. The discoveries of this examination uncovered that the HR data framework was at a satisfactory level from the workers' perspective. HR data framework incorporates four principle factors of exactness, significance, practicality, and ampleness of the data. The discoveries of this examination showed that HR data framework gives the associations significant, satisfactory, convenient, and precise information about the preparation needs, work evaluations, rewards, occupations required, the installments and pay rates, the presence of the staff, the future requirements for HR, the appraisal of the staff execution, faculty administrations, and the individual data of the staff.

Ideally these ends will reveal some insight for strategy producers and permitting them to build regard for the HRIS applications in light of their significance in improving association execution

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