Preface

The subject of this thesis is HRIS in IT organisations in India. The main aim is to know the effectiveness of HRIS in IT organisation as HRIS is their own product and to see if they have been benefited from their own product in terms of employer and employee benefits.

People are the most important organisational asset. An organisation’s people define its character, affect its capacity to perform and represent the knowledge-base of the organisation. One of the major problems faced by many companies in today’s fast paced market is how to grasp and retain workforce that is of the best caliber. In the highly competitive business environment, the best talent quickly gets swept up by employers eager to strengthen the quality and efficacy of their employees.

Employees touch every aspect of the business as they are the most valuable asset in the enterprise. It’s time to automate HR operations and human capital management system to support all the employee interactions. From recruitment to retirement, from stable economies to rapidly changing environments, one need to track, manage and analyse employee programs, policies and cost. With HRIS in place the company can effectively and economically streamline human resource processes across organisations entire operation, saving money and increasing employee morale. Using HRIS software, one can have total control over the entire human resource management cycle. From human capital management to employee performance and talent management systems to planning and scheduling software, the enterprise will have full insight into every aspect of employee management.

Increasingly today, businesses are seeing the benefits of automating their systems of human capital management. Web based global HRIS helps to manage staff from date of hire to retirement worldwide. The company’s overall performance will grow as employee satisfaction increases, while it reduce costs and increase profits. The key to retain employees is to treat them well. Employees not only want adequate pay and benefits, they want to feel that the work they are doing will lead to respect, recognition and reward as per Maslow’s theory.

There are approximately 6,987,000,000 people inhabiting the Earth right now, living in 195 countries. Though that number is constantly changing and as estimated by United Nations there are almost more than seven billion people on this planet. As technology allows the world to become increasingly globalised and smaller, the amount of business that is being done across national borders is growing. When the
companies have employees working in multiple countries, there are many additional challenges HR will face. Managing the workforce on a global level presents many unique situations that domestic organisations may never have to deal with. From multiple languages to managing different types of identification, having employees in multiple countries increase the role HR plays in managing a workforce.

The easiest way to communicate with the workforce is to first have clear policies in place in regards to many aspects of workforce management, including compensation, travel, performance reviews, talent management and more. If employees know in advance what to expect regarding work processes, there will be fewer questions down the road. This can be achieved by implementing good web-based global HRIS software.

This thesis is divided into five chapters starting from the Introduction and ending with the findings of the study, bibliography and appendices. Chapter 2 deals with the review of literature on HRIS. These studies reveal that HRIS is still in its infant stage and its full potential is yet to be explored. Chapter-3 deals with the research methodology adopted for this study. It includes the objectives of the study and the hypothesis formulated. Chapter-4 is the main chapter as it deals with the data tabulation and data analysis. To analyse the data, a computer software program named SPSS (Statistical package for Social Sciences) has been extensively used. Chapter-5 discussed the main findings of the study and suggestions for future research. To maximize return on investment in employee selection and development, smart companies are integrating what have traditionally been separated HR initiatives into a cohesive "hire to retire" and "hire to retain" Human Capital Management strategy.

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