

HR INFORMATION SYSTEM AT ZUARI CEMENT LTD.

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ABSTRACT:

This paper examines the effectiveness and implementation of a Human Resource Information System (HRIS) at ZUARI CEMENT LIMITED. HRIS implementation is increasingly becoming a strategic imperative for organizations seeking to streamline HR processes, enhance data-driven decision-making, and improve overall organizational performance. This study utilizes a mixed- methods approach, incorporating both quantitative survey data and qualitative interviews with key stakeholders involved in the HRIS implementation process.

The quantitative analysis assesses the perceived effectiveness of the HRIS in terms of its impact on HR process efficiency, data accuracy, employee satisfaction, and overall organizational performance. Meanwhile, the qualitative interviews provide deeper insights into the challenges faced during implementation, the strategies employed to overcome these challenges, and the perceived benefits realized post-implementation.

Findings suggest that while the HRIS implementation at ZUARI CEMENT LIMITED has led to improvements in several areas such as payroll management, recruitment, and employee data management, there are still challenges related to system integration, user training, and change management. However, overall, the HRIS is seen as a valuable tool in enhancing HR functionalities and contributing to the company's strategic objectives.

The study concludes with recommendations for improving the effectiveness of HRIS implementation, including investing in comprehensive training programs for users, fostering a culture of continuous improvement, and ensuring strong leadership support throughout the implementation process. By addressing these recommendations, organizations can maximize the benefits of HRIS and drive greater efficiency and effectiveness in HR operations.

INTRODUCTION

HRIS is a software or online solution that is used for data entry, data tracking and data information requirements of an organisation's HR management, Payroll, Book Keeping operations. A HRIS is usually offered as a database.

There are a number of solutions offered to a company that adopts a HRIS. Some of these include solutions in training, payroll, HR, compliance, and recruiting. A HRIS generally should provide the capability to more effectively plan, control and manage HR costs; achieve improved efficiency and quality in HR decision making; and improve employee and managerial productivity and effectiveness.

A HRIS, which is also known as a human resource information system or human resource management system (HRMS) In most situations, a HRIS will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made should also increase in quality— and as a result, the productivity of both employees and managers should increase and become more effective.

In other words HRIS can be understood as follows:- HRIS is not limited to the computer hardware and software applications that comprise the technical part of the system: it also includes the people, policies and procedures and data required to manage the HR function.

Most popular modules of HRIS are organisation charts, Employee Self Service, Benefits Administration, Track Training For Employees.

NEED FOR THE STUDY:

The system can produce a more effective & faster outcome than that can be done on papers. HRIS can acquire & track almost any type of data. HRIS systems can be critical in managing employee data.

- HRIS is being studied for the organization for collecting, storing and processing of employee information.
- It provides reliable information for decision making. HRIS also allows organization to access effectiveness of HR policies, programmes and decisions.
- HRIS is also used for increasing the work force and also increasing and improving of the technological advances. HRIS can be used as a learning organization.

SCOPE OF THE STUDY:

The Human Resource information system can thereby bring qualitatively & cost-effective solutions to the company via efficiently managing the tasks, timely controlling & monitoring of resources, and also the real-time allocation of necessary resources to the employees.

- 1) It formulates the policies and programmes related to human resource.
- 2) It facilitates in making decisions regarding the employees of the organization.
- 3) Can be made effective only when it follow certain steps.
- 4) Present HRIS System should be studied to highlight the problem areas and the likely benefits of HRIS in matters relating to increasing accuracy and decreasing errors.

OBJECTIVES OF THE STUDY:

- To investigate the practices and pin point the challenges associated with human resource information system adoption and implementation in selected in ZUARI CEMENT LIMITED
- To evaluate the current practice of HRIS and pinpoint strong area and areas that need improvement.
- To explore human resource information system are contributing to an organization's performance.
- To suggest the employees of ZUARI CEMENT LIMITED about data security and employee privacy.
- To provide feedback and suggestions for the improvement in implementation of HRIS to enhance its effectiveness in ZUARI CEMENT LIMITED

RESEARCH METHODOLOGY

Research methods: one to one interaction with the employees, informal meets with sectional heads of the organization, and support of a close-ended questionnaire.

Data sources:**Primary data:**

The data was collected for the study with the help of a structured questionnaire with closed-ended questions. The manager, HR & Development department has also collected the data

Secondary data: Referring to the past company records manuals and magazines have collected this data.

Data collected by using one to one interaction and informal meeting with HOD and other

- Owing to the large number of employees being introduced to elicit their opinions on the effectiveness of Information present and required both personnel and organization programs and time constraints have forced to opt for the method of sampling instead of consensus.
- The process of Convenience Simple Random Sampling is used to select the respondents, to provide for equal probability in the selection of respondents.
- The entire set of respondents are broadly divided into three categories viz.,

1. Managers

2. Officers

3. Supervisors'

4. Team leaders

LIMITATIONS OF THE STUDY

- The results from the study and the observations may not apply to all the other segments of the organization.
- The study had covered its survey only in ZUARI CEMENT LIMITED, and the result is concise to this organization only.
- One of the limitations of this study is that we have focused on the behavioral aspects, of the human beings and measured it in a five-point scale

➤ REVIEW OF LITERATURE

A human resource information system (HRIS) is an information system or managed service that provides a single, centralized view of the data that a human resource management (HRM) or human capital management (HCM) group requires for completing human resource (HR) processes.

A human resource information system (HRIS) is an information system or managed service that provides a single, centralized view of the data that a human resource management (HRM) or human capital management (HCM) group requires for completing human resource (HR) processes. Such processes include recruiting, applicant-tracking, payroll, time and attendance, performance appraisals, benefits administration, employee self-service and perhaps even accounting functions.

A HRIS, which is also known as a human resource information system or human resource management system (HRMS), is basically an intersection of human resources and information technology through HR software. This allows HR activities and processes to occur electronically.

INDUSTRY PROFILE :

Cement Industry originated in India when the first plant commenced production in 1914 at Porbandar, Gujarat. The industry has since been growing at a steady pace, but in the initial stage, particularly during the period before Independence, the growth had been very slow. Since indigenous production was not sufficient to meet the entire domestic demand, the Government had to control its price and distribution statutorily. Large quantities of cement had to be imported for meeting the deficit. The industry was partially decontrolled in 1982 and this gave impetus to its pace of growth. Installed capacity increased to more than double from 27 million tons in 1980-81 to 62 million tons in 1989-90.

The cement industry responded positively to liberalization policy and the Government decontrolled the industry fully on 1st March 1989. From 1991 onwards cement industry got the status of a priority industry in schedule III of the industry policy statement, which made it eligible for automatic approval for foreign investment up to 51% and also for technical collaboration on normal terms of payment of royalty.

After the globalization and liberalization of Indian economy, the cement industry has been growing rapidly at an average rate of 9 percent. The country is now the second largest producer of cement in the world next only to China with a total capacity of 217.80 million tones. Additionally, in the last two decades, the industry has undergone rapid technological up gradation and growth, and now, some of the cement plants in India are comparable to the worlds best operating plants in all respects.

COMPANY PROFILE

The company ZUARI AGRO CHEMICAL LIMITED was incorporated on 12th may 1967. ZUARI CEMENT LIMITED has been hived off as a separate with 50: 50 shares holding by ZUARI INDUSTRIES LIMITED (A K.K.Birla Group Company) and ITALI CEMENTI GROUP (an ITALIAN cement company) with effect from 01-04-2000 with head quarters at BANGOLORE.

ZUARI & ITAL CEMENTI GROUP(through cement Francis, a Group., co.,) have formed a joint venture with 50 : 50 equity sharing the ZURAI CEMENT business got transferred to the joint venture company i.e., ZUARI CEMENT LIMITED. It is a projected to increase the current capacity of 2.2 MTPA to a level of about 8 MTPA in a span of 3 to 4 years. The primary focus of joint venture will have full access to R&D facilities of ITALI CEMENTI GROUP.

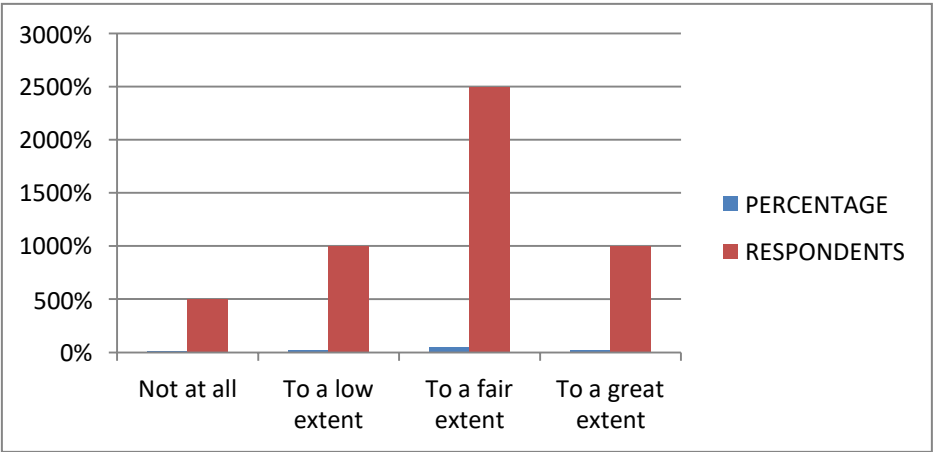
ZUARI CEMENT was a division of ZUARI INDUSTRIES LIMITED. The company promoted by the house of BIRLA's and U.S.MULTI NATIONAL GAINST USX, having its Registered office at JAI KISSAN BHAVAN, ZUARI NAGAR, GOA. The company is a part of the 4500 crores K.K.BIRLA GROUP, having primary interests in fertilizers, Agro inputs, cements, RTA furniture, Engineering Services, home finance, etc.,

The cement Division was formed after acquisition of a cement plant of 0.5 MTPA

DATA ANALYSIS AND INTERPRETATION

1: To what extent are you satisfied with training provided by HRIS in your organization?

MODULES	PERCENATGE	RESPONDENTS
Not at all	10%	5
To a low extent	20%	10
To a fair extent	50%	25
To a great extent	20%	10

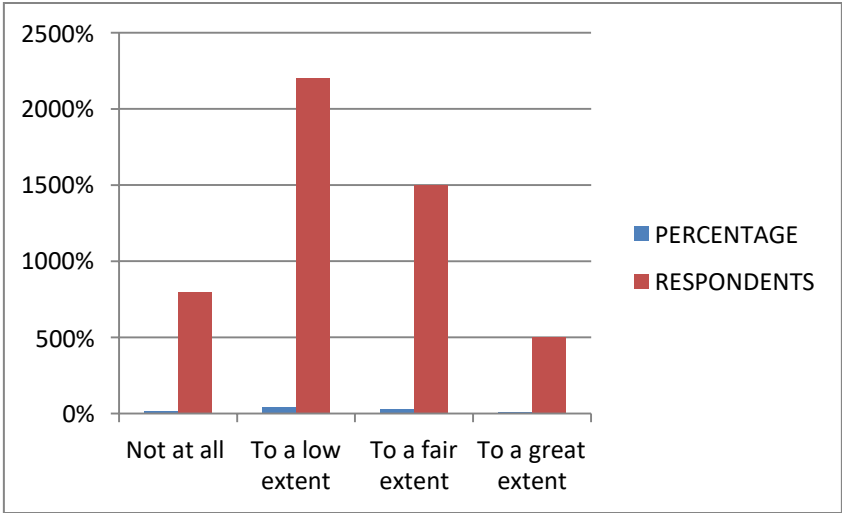


INTERPRETATION:

From the study its concluded that maximum employees i.e., 50% are satisfied with training.

2: To what extent are you satisfied with employees information furnished in HRIS?

MODULES	PERCENTAGE	RESPONDENTS
Not at all	16%	8
To a low extent	44%	22
To a fair extent	30%	15
To a great extent	10%	5



INTERPRETATION:

From the above information its found that 44% of the employees feels that the information provided in HRIS is not so satisfactory.

FINDINGS:

1. From the study it is concluded that maximum employees i.e., 50% are sufficient with training.
2. From the above information 44% of the employees feels that the information provided in HRIS is not sufficient and satisfactory.
3. From the above study it is been concluded that 62% of the employees are satisfied to fair extent with accuracy of the data maintained by HRIS.
4. From the above study it is concluded that 40% of employees find replication of data in HRIS.
5. From the above study it is concluded that HRIS acts as a basis for decision making as 54% of the employees agree to a great extent.
6. From the study it is concluded that access information is to a low extent i.e., 40%
7. From the study it is concluded that there is a fair and great extent to which the information is sent to each department i.e., 40%
8. From the study it is concluded that HRIS is to a great extent i.e., 50% it is multi and user friendly.
9. From the study it is concluded that to a fair and great extent i.e., 30% HRIS has increased the work from manual to computerized.
10. From the study it is concluded that to a great extent i.e., 60% HRIS has reduced the routine work.

SUGGESTIONS:

1. Organisation should plan for better understanding of the HRIS to the employees so that it satisfies the employees.
2. Organisation should reply about HRIS in a better way to the employees.
3. Organisation should train employees about the HRIS so that accessing would be easy.
4. As all employees in organization are not aware about the working of HRIS employees should be trained so that data is transparent.
5. In the organization only the high level have the knowledge of HRIS training should be given to low level employees to know about HRIS.
6. Training should be given to the employees to get satisfied with the HRIS system results and to adjust up to the new particular advances.
7. Make people aware of the use of the HRIS system in the organization.
8. Not only personal reference should influence an employee to join in this system but also the vacancy announcement is given some place.

CONCLUSION

The implementation of a Human Resource Information System (HRIS) at Panyam Cements and Mineral Industries Private Limited represents a significant step towards modernizing HR processes and enhancing organizational efficiency. Through a combination of quantitative analysis and qualitative insights, this study has provided a comprehensive overview of the effectiveness and challenges associated with the HRIS implementation.

Despite encountering challenges such as system integration issues, user training requirements, and resistance to change, the HRIS has demonstrated tangible benefits in various aspects of HR management. These benefits include improved payroll management, streamlined recruitment processes, enhanced data accuracy, and better employee satisfaction. The HRIS has also facilitated data-driven decision-making, enabling HR professionals to make informed choices that align with organizational goals.

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