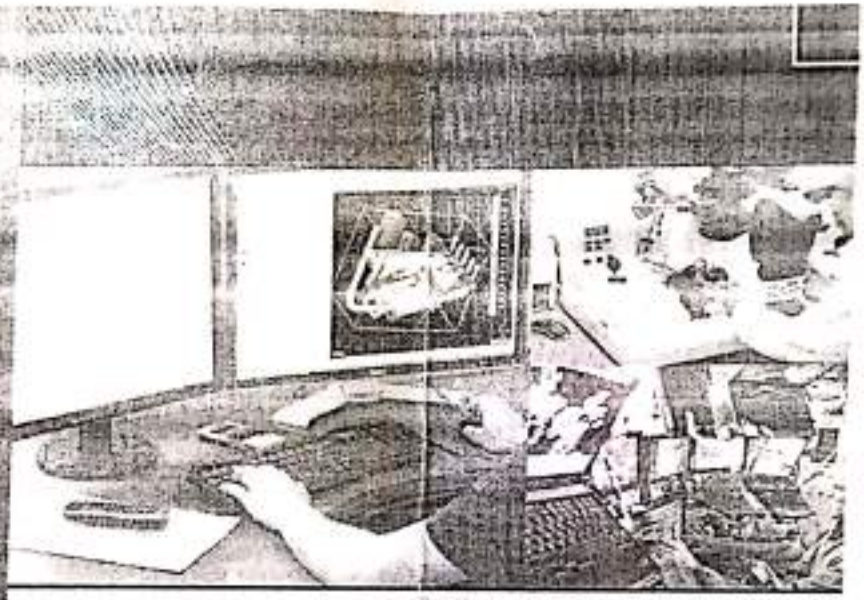

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CHAPTER - 6

Human Resource Information System Application in Human Resource Management and its Future

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Abstract:

The application of computer is gaining momentum globally with Human Resource sector as the top user of it. The computer revolution is the biggest thing that happened to the world since the industrial revolution. This change has an all pervading impact on the Human resource department of the organization and has the potential to reshape the Human Resource sector by the next decade. The application of computer is growing tremendously in a variety of process and functions of Human Resource department, for instance, recruitment and selection, training and development, performance improvement, supervision or monitoring, communication, etc. Looking towards the immense application of computer in the field of Human Resource, computerized software has been developed called HRIS i.e. Human Resource Information System. HRIS has become a pervasive and powerful tool that HR department of every public and private sector organization use today in some way or another to obtain a competitive advantage. It is geared towards the enhancement of the competence of HR management to absorb the new and promising technologies and to simplify workflow. It has brought success to the organizations in terms of increased performance and reduced costs. This paper explores the application of computerized software, i.e. HRIS in diverse functions of human resource management and discusses the future prospects of HRIS in India.

Keywords *- Computer, Human resource management, HRIS (Human Resource Information System, Organization.*

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