

# A STUDY ON FACTORS WHICH INFLUENCE IN HUMAN RESOURCE INFORMATION SYSTEM (HRIS): IMPORTANT ELEMENT OF CURRENT SCENARIO AT TRICHY

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**Abstract:** A HRIS, which is otherwise called a human asset data framework or human asset the board framework (HRMS), is fundamentally a convergence of HR and data innovation through a HR programming arrangement. This permits HR exercises and procedures to happen electronically. The Human Resource Information System (HRIS) is a product or online answer for the information passage, information following, and information data needs of the Human Resources, finance, the board, and bookkeeping capacities inside a business. The objective of HRIS is to combine the diverse pieces of human asset, including finance, work profitability, and advantage the executives into a less capital serious framework than the centralized servers used to oversee exercises previously. Additionally called Human Resource Management frameworks (HRMS). A HRIS for the most part ought to give the capacity to all the more viably plan, control and oversee HR costs; accomplish improved proficiency and quality in HR basic leadership; and improve representative and administrative profitability and adequacy. Much of the time, a HRIS will likewise prompt increments in effectiveness with regards to settling on choices in HR. This exploration paper thinks about how HRIS help the association to upgrade the proficiency of work.

**Keywords:** Human Resource Management frameworks, Human Resource Information System, human asset, knowledge development, career growth and development, equal treatment.

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## 1. INTRODUCTION

In the consistently changing world in which we live, new innovation is constantly being created. This change requires hierarchical pioneers to be insightful of the distinctive kinds of innovation which could improve the authoritative viability. Human Resource Information Systems (HRIS) have radically advanced since they were first presented over 50 years back—they have gone a long ways past their unique motivations behind changing over paper records into automated databases. In current occasions, HR/finance frameworks can deal with a few of HR's various capacities. HR Software is presently loaded with highlights and independent—not simply the information stockpiling frameworks we once knew them as. The created HRIS will push the association to viably store worker information all the more safely and precisely. Present day HRIS frameworks are currently apparatuses that HR Professionals can use once a day for a few purposes. Previously, organizations were accustomed to following information on paper and spreadsheets. Be that as it may, with innovative progressions numerous organizations have understood the need to execute increasingly advanced modernized frameworks, similar to Human Resource Information Systems. By moving to HRIS, organizations can stay up with the latest records, enabling them to more readily get ready for future development in their organizations. By and large, a

HRIS will likewise prompt increments in effectiveness with regards to settling on choices in HR. The choices made ought to likewise increment in quality—and subsequently, the profitability of the two workers and oversees should increment and turn out to be progressively viable.

#### **NEED OF HRIS IN COMPANIES IN CURRENT SCENARIO:**

HRIS help a firm augment the utilization of human asset and keep up aggressiveness in its market. In most vast associations, human asset data frameworks (HRISs) give the innovation spine supporting the total collection of human asset (HR) capacities. In this job, HRISs have a basic influence in the task of every part of HR. Also, by coordinating crosswise over business forms HRISs furnish associations with control, gauging, and arranging devices that supplant straightforward computerization of HR capacities. Hence, powerful utilization of HRISs in associations adds to by and large hierarchical adequacy. Human Resource Information System is a lot of individuals, structures, methods and information used to store, dissect, convey and use data of HR. HRIS objective is to give exact data to the utilization of people settling on human asset related choices. The association can utilize HRIS for human asset arranging. New enrollments can be posted through HRIS just as applications can be checked and put away. HRIS likewise stores data about the workers' taken part trainings and learning sessions. Execution evaluation, pay, advantages, abilities and improvement plans are effectively kept up in HRIS. Workers can look for another vocation inside the association and know about the future trainings. HRIS enables supervisors to pursue worker's work execution and arranged versus utilized hours for a specific task. HRIS offers different reports accessible. Normal HR program include things, for example, record continuing, enrolling, determination, preparing, representatives maintenance and remuneration.

#### **ADVANTAGES OF HRIS**

A compelling HRIS gives data on pretty much anything the organization needs to follow and break down about representatives, previous workers, and candidates. The organization should choose a Human Resources Information System and redo it to meet as per organization needs. Extensive and coordinated HRIS can be utilized broadly - in managerial, operational and vital fields by HR and different supervisors. On the operational dimension HRIS information can be utilized to distinguish potential inside candidates for occupation opening, saying outer enrollment costs and guaranteeing representatives of vocation openings. HRIS empowers the human asset division to make an increasingly dynamic job in authoritative arranging. Computerization will make gauging all the more opportune, financially savvy, and proficient. With proceeded with innovative leaps forward HRIS frameworks are winding up progressively progressed. A standout amongst the most center HRIS capacities is intranet HR self-administration. Some bigger organizations utilize their intranet today for online examinations, vocation the board, supposition studies, preparing enlistments and distributing individuals related organization data. A HRIS or HRMS observed by qualified authorities who know innovation and HR utilitarian and strategic procedures can oversee consistence with government and state laws, streamline forms for enrollment and choice, and produce examinations, information and reports for inward and outside use. Different points of interest of a HRIS incorporate the usability for capability PC innovation experts, precision of data and the capacity to perform HR reviews utilizing any mix of parameters. The worker and supervisor self-administration highlights are phenomenal approaches to save the season of your HR staff individuals for undertaking work and different obligations. Workers and directors can find answers and data rapidly without the need to counsel a HR delegate inevitably.

#### **PRECAUTIONS OF HRIS**

The protection of representative data has turned into a noteworthy issue lately. With wholesale fraud turning into a typical issue, workers are winding up increasingly delicate about who sees their own data, and the security it is kept in. By ensuring representative data that is kept in the HRIS is significant to the organization and ensuring there is restricted access (secret phrase insurance) to such data, organizations can make its workers progressively secure with the wellbeing of their data. Regardless of whether electronic or paper, worker records have the right to be treated with incredible consideration. Setting up security and end-client benefits requires an equalization of consolidating, HR strategy, framework learning and everyday activities.

## **2. REVIEW OF LITERATURE**

1.Data is the most essential piece of survival or development of the firm. Today human asset has turned into the fundamental upper hand for a firm, making it a basic asset. More so than any time in recent memory, there is a requirement for satisfying all capacities identified with human asset with vital reason and innovation ought to probably

help in adjusting them to the company's goals. Human asset data frameworks (HRISs) are one such mechanical development which can productively help in institutionalizing such data about organization's representatives. For this situation, we have attempted to comprehend the issues looked amid the execution of HRIS at Nissan. This case illuminates us with the data about HRIS and its usage in a genuine association. (*HRIS at Nissan: a new era in human resource management 2013*)

2. The created HRIS will push the association to successfully store worker information all the more safely and precisely. Current HRIS frameworks are presently devices that HR Professionals can use every day for a few purposes. Previously, organizations were accustomed to following information on paper and spreadsheets. In any case, with innovative headways numerous organizations have understood the need to actualize increasingly advanced automated frameworks, similar to Human Resource Information Systems. By moving to HRIS, organizations can stay up with the latest records, enabling them to more readily plan for future development in their organizations. Much of the time, a HRIS will likewise prompt increments in effectiveness with regards to settling on choices in HR. The choices made ought to likewise increment in quality—and therefore, the profitability of the two workers and oversees should increment and turn out to be progressively viable. (*Barkha 2013*)

3. HRIS is one of the significant present day HR devices. In created nations, it wound up well known since the beginning of this century. In Bangladesh, corporate associations have begun to execute HRIS in most recent 5 years. Yet at the same time its execution is constrained inside the enormous corporate houses. Little corporate houses and open associations have neglected to understand the advantages of HRIS and taken scarcely any activity to actualize the framework. The significant obstruction to achievement of HRIS is the absence of management responsibility. The real impediment is the staggering expense. Yet, the advantages of the HRIS are more than the constraints. When it is executed in any association, workers and the board have acknowledged and understood the advantages. In any case, to get it executed is a test. This examination is an endeavor to give a hypothetical investigation of the HRIS usage with investigation of advantages, limitations and hindrances. A contextual analysis was set up to give a superior comprehension of the theme in a genuine setting. (*Sabrina Jahan 2014*)

4. HR Information Systems (HRIS) has turned into a worldwide HR practice in the created countries for its vital commitments. Be that as it may, creating countries, for example, Bangladesh appeared to confront difficulties in sending HRIS in various divisions particularly in Banking and budgetary area. This examination endeavored to recognize the remarkable variables influencing reception of HRIS by Bangladeshi banking and money related segment through applying the brought together hypothesis of acknowledgment and utilization of technology (UTAUT) display. An organized survey, structured dependent on the model build, connected to pull information from 300 members in the different banking and monetary association in Bangladesh. These information were examined through SmartPLS. (*Mohammad Anisur Rahman 2016*)

5. Thinking about the most recent couple of decades, we can undoubtedly see that the association is checking, gathering, putting away, and dissecting the HR data with the utilization of HRIS programming or anything that includes usefulness for HRIS. (*Ball, 2001; Hussain,*)

6. The significance of HRIS usage additionally differs from association to association. It has a different reason like decreasing costs, quickening better method for correspondence, making the reorientation of the HR exercises make a vital commitment of various offices. (*Wallace, and Cornelius, 2007*)

7. Researchers in numerous orders have thought about the precursors and results of different types of trust. This paper creates 11 suggestions investigating the connection between Human Resource Information Systems (HRIS) and the trust an individual places in the lifeless (innovation trust) and models the impact of those connections on HRIS usage achievement. In particular, authoritative, mechanical, and client factors are considered and demonstrated to create a lot of testable recommendations that can in this way be researched in different hierarchical settings. Eleven recommendations are offered proposing that hierarchical trust, pooled relationship, authoritative network, hierarchical culture, innovation appropriation, innovation utility, innovation ease of use, socialization, affectability to protection, and inclination to confide in impact a person's dimension of trust in the HRIS (innovation trust) and at last the accomplishment of a HRIS execution process. An outline of the connections between the key builds in the model and proposals for future research are given. (*Susan K. 2005*)

8. A critical effect on hierarchical execution (productivity, viability). The information was gathered utilizing a survey instrument. The number of inhabitants in the examination incorporated every private medical clinic situated in Amman

city, the quantity of private emergency clinics situated in Amman were 39 emergency clinics while the example of the exploration included (170) representatives working in HR offices from the private medical clinics. The after effect of the examination likewise demonstrated that representatives working in HR's segments in private medical clinics have uplifting demean or towards authoritative execution which incorporates productivity.( *Iyad Mohammad Ali Khashman2016*)

9. Associations started to electronically computerize huge numbers of procedures by acquainting particular HRIS with decrease the standard exchange and conventional HR exercises and to manage the complex transformational ones. HRIS alludes to the frameworks and procedures at the crossing point between human asset the executives and data innovation, it's a coordinated database shared by HR works that gives a typical language and the joining of HR administrations. In this way; so as to build the viability of HRM. Associations are winding up progressively reliant on HRIS(*Ball, 2001; Lippert & Swiercz, 2005*)

10. The information gathered from HRIS gives the board basic leadership instrument. Through legitimate HRM, firms can perform estimations that have consequences for the business in general. Such counts incorporate medicinal services costs per worker, pay benefits as a level of working cost, cost per enlist, return on preparing, turnover rates and costs, time required to fill certain occupations, return on human capital contributed, and human esteem included. It must be noted however, that, none of these figurings result in cost decrease in the HR work (*DeSanctis, 1986*).

### **3. RESEARCH METHODOLOGY**

#### **Research Problem:**

This paper had been undertaken with an objective to understand the factor influence in HRIS and to study what type of factor which influences a lot in employees decision while selecting HRIS in current situation. The objective of the study also included to identify whether the HRIS influence the behavioral intention.

**Sources of data used:** The two kinds of information i.e., optional and essential information are utilized in the present investigation. The optional information have been gathered at first structure the course books, sites, diaries and other auxiliary sources. The essential information are gathered then from the example client.

#### **Objectives of the study:**

Principle goal of the present examination is to recognize the variables impacting the HRIS in COMPANIES at Trichy. This examination concentrated on the accompanying goals:

- To find out how influencing factors HR in companies
- To find out the factor which influence in HRIS
- To think about human asset data framework.
- To think about employments of HRIS in organization.
- To think about how mechanized HRIS is more viable than manual framework.
- To think about how improve the capacity of the human asset the board to use and retain new and developing chances and difficulties in the business skylines.

#### **Limitation:**

A HRIS additionally can be a hazardous for independent ventures in which a few representatives must wear numerous caps. A portion of the hindrances of a HRIS include human mistake amid data input , expensive innovation to refresh in framework and glitches or inadequate applications to help organizations HR needs. There is an interest for PC and innovation masters with general data innovation learning, and finding a certified authority with HR utilitarian territory information can be troublesome. With such an interest, organizations cost to employ a HRIS authority might be far over the normal pay for a PC innovation master.

#### **Questionnaire:-**

A structured questionnaire is constructed to get the primary data from the sample groups to identify. It includes demography of the members and all other dimensions of the study.

- How the Promotion factor influenced in the employee attitude?
- What are the performance expectancy of the employees?
- How to build the social influence of employees?
- What are the behavioral intention of employees?
- How to enhance the HRIS factor in a particular time?

**Research Design:** - To break down which is the most impacting methods of offers advancement and how it functions so expressive research configuration was utilized. Essential information was gathered with the assistance of organized poll.

**Sample Design:** - Our target population involves the users, of companies in HRIS. The clients incorporate the old and the youthful populace. The deciders and the current scenario item from the market, out of those 200 respondents were chosen through accommodation inspecting with consideration being taken to get reactions from clients of various age gatherings.

**Questionnaire design:-**

As per the destinations of this examination and research factors, just as various measurements in the applied structure, the poll was composed into different elements, performance expectancy, efforts expectancy, social influence ,facilitating IS , facilitating HR , behavioral indentation.

**Population & sampling method:-**

The population for this study consisted of all the employees in companies (sampling size was 200) in Trichy district. The sample for the study was selected from the population by descriptive method.

**Statistical Tools used: (SPSS SOFTWARE)**

- ✓ Percentage Analysis
- ✓ Descriptive Analysis

**4. DATA ANALYSIS AND INTERPRETATION**

**Table 1: Reliability Statistics**

Cronbach's Alpha	N of Items
.768	11

**Table 2: FREQUENCY ANALYSIS ON SOCIO – DEMOGRAPHY FACTORS OF THE EMPLOYEEES**

Frequency Variables	Variable	Frequency	Percent
<b>Gender</b>	Male	120	60.0
	Female	80	40.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Age</b>	Below 25	44	22.0
	26 - 35	64	32.0
	36 - 45	60	30.0
	Above 45	32	16.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Education</b>	Up to Diploma	44	22.0
	U.G.Degree	60	30.0
	P.G.Degree	56	28.0
	Professional	40	20.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Occupation</b>	Business	16	8.0
	Govt.sector	72	36.0
	Private sector	64	32.0

	Professional	48	24.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>
<b>Annual income</b>	Below – 3,00,000	40	20.0
	3,00,001 – 6,00,000	64	32.0
	6,00,001 – 8,00,000	60	30.0
	Above 8,00,000	36	18.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>

Source: Output generated from SPSS 20

**Inference:**

Simply the SPSS OUTPUT says about the frequency analysis on socio – demography factors of the employees. Most of the respondents are Male. Age are majorly comes under on 25-45.

Mainly the respondents are done their Degree and above .Occupation of the respondent are mostly employees on one of the company. Their annual income comes between 3,00,001 to 8,00,000 of the respondent.

**Table 3: FREQUENCY ANALYSIS ON FACTORS HIGHLY INFLUENCE BEFORE AND AFTER IMPLEMENT OF HRIS IN THE COMPANY WORKERS**

Frequency Variables	Variable	Before		After	
		Frequency	Percent	Frequency	Percent
<b>Performance expectancy</b>	Strongly disagree	4	2.0	2	1.0
	Disagree	13	6.5	3	1.5
	Neutral	34	17.0	13	6.5
	Agree	81	40.5	89	44.5
	Strongly agree	68	34.0	93	46.5
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Social influence</b>	Strongly disagree	1	0.5	0	0.0
	Disagree	19	9.5	5	2.5
	Neutral	21	10.5	24	12.0
	Agree	93	46.5	93	46.5
	Strongly agree	66	33.0	78	39.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Behavioral intention</b>	Strongly disagree	12	6.0	1	0.5
	Disagree	15	7.5	5	2.5
	Neutral	22	11.0	26	13.0
	Agree	63	41.5	89	44.5
	Strongly agree	68	34.0	79	39.5
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Employee Improvement</b>	Strongly disagree	53	26.5	1	0.5
	Disagree	13	6.5	13	6.5
	Neutral	88	44.0	45	22.5
	Agree	45	22.5	88	44.0
	Strongly agree	1	0.5	53	26.5
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Employee convenience</b>	Strongly disagree	94	47.0	5	2.5
	Disagree	53	26.5	10	5.0
	Neutral	41	20.5	25	12.5
	Agree	1	0.5	95	47.5
	Strongly agree	11	5.5	65	32.5
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Employee time factor</b>	Strongly disagree	65	32.5	5	2.5

	Disagree	30	15.0	20	10.0
	Neutral	80	40.0	30	15.0
	Agree	20	10.0	65	32.0
	Strongly agree	5	2.5	80	40.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Employee work burden</b>	Strongly disagree	53	26.5	1	0.5
	Disagree	13	6.5	44	22.0
	Neutral	45	22.5	12	6.0
	Agree	88	44.0	89	44.5
	Strongly agree	1	0.5	54	27
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>
<b>Employee work place convenience</b>	Strongly disagree	87	4.35	1	0.5
	Disagree	90	45.0	3	1.5
	Neutral	19	9.5	20	10.0
	Agree	3	1.5	86	43.0
	Strongly agree	1	0.5	90	45.0
	<b>Total</b>	<b>200</b>	<b>100.0</b>	<b>200</b>	<b>100.0</b>

Source: Output generated from SPSS 20

#### Inference:

The output generated from **SPSS Software** clearly stated the frequency analysis on the factors which highly influence before and after implement of HRIS in current scenario of the companies which comes under this study. The table number 3 clearly stated that all employees comes under this study have major uplift and transforms in their carrier as well as personal life.

Before the implementation of HRIS all the respondent clearly says that their **Performance expectancy, Social influence, Behavioral intention, Employee Improvement, Employee convenience, Employee time factor, Employee work burden and Employee work place convenience HIGHLY FALLS ON STRONGLY DISAGREE AND DISAGREE. Some what comes under neutral least numbers on agree and strongly agree**

After the implementation of HRIS all the respondent clearly says that their **Performance expectancy, Social influence, Behavioral intention, Employee Improvement, Employee convenience, Employee time factor, Employee work burden and Employee work place convenience HIGHLY FALLS ON STRONGLY AGREE AND AGREE. Least percent falls under the disagree and strongly disagree.**

Overall the result says that **POSITIVE REACTION** happened on the implement of the **HRIS** in the companies under this study.

### 5. FINDINGS

- Simply the SPSS OUTPUT says about the frequency analysis on socio – demography factors of the employees. Most of the respondents are Male. Age are majorly comes under on 25-45.
- Mainly the respondents are done their Degree and above .Occupation of the respondent are mostly employees on one of the company. Their annual income comes between 3,00,001 to 8,00,000 of the respondent.
- The output generated from **SPSS Software** clearly stated the frequency analysis on the factors which highly influence before and after implement of HRIS in current scenario of the companies which comes under this study. The table number 3 clearly stated that all employees comes under this study have major uplift and transforms in their carrier as well as personal life.
- Before the implementation of HRIS all the respondent clearly says that their **Performance expectancy, Social influence, Behavioral intention, Employee Improvement, Employee convenience, Employee time factor, Employee work burden and Employee work place convenience HIGHLY FALLS ON STRONGLY DISAGREE AND DISAGREE. Some what comes under neutral least numbers on agree and strongly agree**

- After the implementation of HRIS all the respondent clearly says that their **Performance expectancy, Social influence, Behavioral intention, Employee Improvement, Employee convenience, Employee time factor, Employee work burden and Employee work place convenience HIGHLY FALLS ON STRONGLY AGREE AND AGREE. Least percent falls under the disagree and strongly disagree.**
- Overall the result says that **POSITIVE REACTION** happened on the implement of the **HRIS** in the companies under this study.

## 6. SUGGESTIONS

The principle finish of this paper is the acknowledgment that the utilization of modernized HRIS is best then manual since its assistance to keep up information with more precision in less time. What's more, that it additionally true that HRIS capacities improve HRM as far as regulatory purposes and investigative purposes. Simply restricted to the area and sample population it may be go beyond it.

## 7. CONCLUSION

HR data frameworks (HRIS) can have an imperative impact in an organization's HR work. All things considered, we live, work and play in the data age. Executing a successful HRIS can make certain flame for HR to remain on the front line in its offer to convey increasingly viable and streamlined administration. The principle finish of this paper is the acknowledgment that the utilization of modernized HRIS is best then manual since its assistance to keep up information with more precision in less time. What's more, that it additionally trues that HRIS capacities improve HRM as far as regulatory purposes and investigative purposes. HRIS fill in as a key part of the association and a decent HRIS will give imperative data about HR needs and capacities; this data will help the supervisory crew in building up the authoritative mission and getting objectives and targets under way. HRIS isn't constrained to the PC equipment and programming applications that contain the specialized piece of the framework: it additionally incorporates the general population, strategies, techniques and information required to deal with the HR work.

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