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A STUDY ON EFFECTIVENESS OF HRIS ON ORGANIZATIONAL PRODUCTIVELY WITH REFERENCE TO KOMASTU INDIA PVT LTD

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Abstract - A human resource information system (HRIS) is a systematic procedure for collecting, storing, retrieving, and maintaining data that an organization needs concerning the actions of its works, the characteristics of its organizational units, and its human resources. A Human Resources Information system, or HRIS, is a software solution that is used to collect manage, store, and process an organization 's employee information Essentially, HR teams use an HRIS to work more efficiently and make more data-driven decisions. Studying the role of HRIS (Human Resource Information System) in organizations involves exploring how these systems streamline HR processes. Key aspects include their impact on recruitment, employee data management, performance evaluation, and strategic decision- making. Additionally, HRIS's role in enhancing employee engagement, compliance with regulations, and overall organizational efficiency is crucial to examine. The study may also delve into challenges such as implementation issues and the evolving landscape of HR technology. The role of Human Resource Information Systems (HRIS) in an organization is pivotal in modernizing and optimizing human resource management. As organizations strive for efficiency and strategic alignment in their HR functions, HRIS serves as a critical tool in achieving these goals. By integrating various HR processes into a single, cohesive system, HRIS streamlines operations, enhances data accuracy, and provides valuable insights for strategic decision-making. It supports key functions such as payroll management, recruitment, performance tracking, and employee development, while also ensuring compliance with regulations and enhancing data security. Additionally, HRIS empowers employees through self-service portals, improves communication, and facilitates better workforce planning and management. Overall, HRIS not only improves operational efficiency but also contributes to organizational effectiveness by enabling a data-driven approach to human resource management.

INTRODUCTION

HRIS and technological innovation have made it much easier to meet this information demand. HRIS is also hardware, support functions, policies, and systematic procedures that support the strategic and operational processes of HR departments into automated processes. It involves databases and computer programs that are utilized in HRIS implementation to store, manages, record, deliver, and manipulate data for a variety of human resource operations. Human Resource Information System (HRIS) is a systematic way of storing data and information for each individual employee to aid planning, decision making, and submitting of returns and reports to the external agencies. HRIS can be briefly defined as integrated systems used to gather, store and analyze information regarding an organization's human resources.

The major domains in Human Resource Information Systems typically includes

- Core HR
- Talent acquisition
- Talent Management
- Workforce Management
- Employee Self service
- Analytics and Reporting
- Compliance Management
- Compensation Management
- Employee Engagement

COMPANY PROFILE

KIPL's operations encompass the manufacturing, sales, and service of a wide range of equipment tailored for the construction and mining industries. The company's product lineup includes hydraulic excavators, bulldozers, motor graders, wheel loaders, wheel dozers, and dump trucks. These machines are designed to meet the diverse needs of the Indian market, ensuring efficiency, reliability, and advanced technology integration. Komatsu Iron Works was started by Takeuchi Mining Industry as a subsidiary to make industrial tools for the parent company. Komatsu eventually became large enough to sell to the public, and was spun off on May 13, 1921, as Komatsu Ltd and founded by Meitaro Takeuchi.

MISSION: Creating value through manufacturing and technology innovation.

VISION : To improve a sustainable future where people, business and our planet thrive together

NEED OF THE STUDY:

- Collecting the appropriate data

and converting them into information and knowledge for better decision making

- Producing a greater number and accurate HR related reports
- To store data and information for each individual employee for the future needs.

OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:

A Study on Effectiveness of HRIS on Organizational Productivity with reference to Komastu India Pvt Ltd.

SECONDARY OBJECTIVES:

1. Analyse factors HRIS contributes to overall organizational efficiency and decision making.
2. To measure the effectiveness of HRIS in streamlining HR functions like recruitment payroll, performance Management etc.
3. To suggest user friendliness to design intuitive interfaces that are easy for employees and HR staff to navigate.
4. To Analyse automate rout line and repetitive tasks such as attendance tracking, Payroll processing and benefits management with the help of HRIS.
5. To provide suggestions to improve HR service for quick actions to satisfy employee needs.

LITERATURE REVIEW:

Sanjeev et al., 2024), This study talks about the labor force has forever been significant than all unmistakable and immaterial assets accessible to an association. In the computerized age, the millennial favors the advanced approach to working and imparting. Accordingly, taking on innovation patterns in an association is unavoidable for upper hand. The current situation additionally centers around the feasible way to deal with completely different cycles. Reasonable business interaction and labor force can be kept up with and accomplished through human asset data framework (HRIS). The utilization of HRIS improves process proficiency as well as lessens squander alongside the expense of interaction and supports generally speaking natural cordiality. The review centers around the job of HRIS in accomplishing maintainability and investigates the job of computerized culture as a middle person in the connection among HRIS and hierarchical supportability. The proposed model depends on the specialized authoritative and ecological hypothesis, which covers comprehensive methodology for making hierarchical progress in arrangement to the SDG objectives

(Setiawan & Wakhyuni, 2024),This study means to track down how the impact of remuneration, discipline, and HRIS Improvement on HR The executives at PT Pegadaian Medan Branch, the exploration strategy utilized is quantitative with a Numerous Relapse Examination approach. The consequences of this study demonstrate that The outcomes got from research led on HRIS factors (X1), specifically there is an impact between HRIS on HR The executives at PT Pegadaian Medan Petisah. This implies that one of the variables of HR the executives is impacted by the utilization of HRIS by workers. Representatives who can work IT appropriately will get ideal execution results, The outcomes acquired from the Work Discipline variable impact HR The executives. Where the more noteworthy the discipline got by representatives both inner and outside, the more prominent the administration of HR at PT. Pegadaian, The outcomes acquired demonstrate that pay impacts HR The board. This implies that how much remuneration got for their work gives excitement that brings forth greatestHRtheboard.

(Bal et al., 2022) This study is about the With the rising impact of globalization and innovation, associations have begun to involve data frameworks in different capabilities and divisions somewhat recently. HR the board is one of the divisions that generally use the executives data frameworks. HR data frameworks support exercises, for example, recognizing likely workers, keeping up with complete records on existing representatives and making projects to foster workers' gifts' and abilities. HRIS can likewise uphold different HR practices, for example, labor force arranging, staffing, remuneration programs, compensation gauges, pay financial plans and work/representative relations. In this examination, HRIS discernment and HRIS fulfillment polls were applied to HR workers to evaluate the adequacy and utilization of HRIS in associations.

(Chatzi, 2022) This study tells the Organizations, having now, fundamentally, took on a more current approach to working, understood that individuals are their important asset and hence they put resources into HR The board determined to settle and managing complex issues, because of financial insecurity, globalization and contest. HR The board and its mechanically exceptional tasks expect to serve the essential objectives of the business so it becomes beneficial and serious. The mix of Innovation and specifically Data Frameworks in Human Asset The board can add to saving time, decreasing expenses as well as expanding efficiency and effectiveness. In the execution of each such Data Framework as in some other authoritative change, the organization is called upon to take a stab at a new thing fully intent on accomplishing the most ideal outcomes regarding its essential objectives. We trust this study will assist associations with embracing HRIS precisely and successfully.

(Jayadeva et al., 2022),This research paper is about the framework and the course of the association between human asset the board what's more, data innovation are designated "Human Asset The board Framework" or "Human Asset Data Framework". It is otherwise called the product bundles that manage the necessities of HR connected with the preparation, admittance to worker data, and business administrative consistence. The "Human Asset Data Framework" is an internet based arrangement or programming for the section of information, following of information, data of information

expected by HR, the executives of finance, and bookkeeping capabilities inside an association

(Al Mamun, 2022) This study shows the Human asset data frameworks (HRISs) are generally utilized and decisively affect associations. The key goal of this paper is to uncover the prevalent precursors influencing their reception and execution by reproducing the brought together hypothesis of acknowledgment and utilization of innovation (UTAUT) model from a South Asian developing nation viewpoint. The review gathered information from human asset experts utilized in assembling and administration organizations situated in Bangladesh, which were dissected by utilizing halfway least squares-based underlying condition displaying programming. It was uncovered that exhibition anticipation, prevailing burden, and assistance conditions altogether impact the aim to utilize and the genuine utilization of HRIS, yet that client's work hope had no critical effect. The review contributes by advancing the past discoveries and approving the outcomes in view of important writing. Moreover, administrative ramifications, the limits of the review and proposed future review headings are introduced.

RESEARCHMETHODOLOGY

In this study descriptive research was adopted, when the characteristics of certain groups are to be described.

SAMPLING TECHNIQUE: The sampling techniques that are used in the Effectiveness of HRIS on organizational productively project are Random sampling. A sampling technique used in this project is random sampling in which a sample is selected on the basis of random of the researcher and ease.

SAMPLE SIZE: The samples collected in this project are 200 samples the samples are collected in the **KOMATSU INDIA PVT LTD**

POPULATION SIZE: The survey conducts among 900 people the target group was a mix of employees.

STATISTICALTOOLS

- Correlation
- Regression
- One-way Anova
- Chi – Square

CHI SQUARE TEST

HO: There is a no significant association between the age of the respondents and HRIS is user friendly in the organization.

H1: There is a significant association between the age of the respondents and HRIS is user friendly in the organization**.**

Frequencies

AGE OF THE RESPONDENTS

	Observed N	Expected N	Residual
20-25	41	**50.0**	**-9.0**
25-30	81	**50.0**	**31.0**
30-35	62	**50.0**	**12.0**
Above 35	16	**50.0**	**-34.0**
Total	**200**		

	AGE OF THE RESPONDENTS	HRIS IS USERFRIENDLY SOFTWARE
Chi-Square(a)	46.840	120.280
Df	3	3
Asymp. Sig.	.000	.000

	Observed N	Expected N	Residual
Strongly agree	66	50.0	16.0
Agree	104	50.0	54.0
Neutral	29	50.0	-21.0
Disagree	1	50.0	-49.0
Total	200		

HRIS IS USER FRIENDLY SOFTWARE

Test Statistics

0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.

INTERPRETATION:

Here the significance was occurred and has a value .000 is less than 0.05 (0.000<0.05). Hence H1 is accepted.

RESULT: There is a significant associated between the age of the respondents and satisfaction towards user friendliness of the organization.

REGRESSION

HO: There is a no significant association between experience of the employee and HRIS helps in reducing manual HR tasks.

H1: There is a significant association between experience of the employee and HRIS helps in reducing manual HR tasks.

Variables Entered / Removed (b)

Model	Variables Entered	Variables Removed	Method
1	HRIS HELPS IN REDUCING MANUAL HR TASKS(a)	.	Enter

a All-requested variables entered.

b Dependent Variable: experience of the respondents

Model Summart(b)

Model	R	R Square	Adjusted Square	Std. Error of Estimate
1	.082(a)	.007	.002	1.108

a Predictors: (Constant), HRIS HELPS IN REDUCING MANUAL HR TASKS

b Dependent Variable: experience of the respondents

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1.660	1	1.660	1.351	.246(a)
	Residual	243.215	198	1.228		
	Total	244.875	199			

a Predictors: (Constant), HRIS HELPS IN REDUCING MANUAL HR TASKS

b Dependent Variable: experience of the respondents

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.051	.210		14.549	.000
	HRIS HELPS IN REDUCING MANUAL HRTASKS	-.126	.108	-.082	-1.162	.246

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.42	2.93	2.83	.091	200
Residual	-1.925	2.327	.000	1.106	200
Std. Predicted Value	-4.421	1.097	.000	1.000	200
Std. Residual	-1.737	2.099	.000	.997	200

a Dependent Variable: experience of the respondents

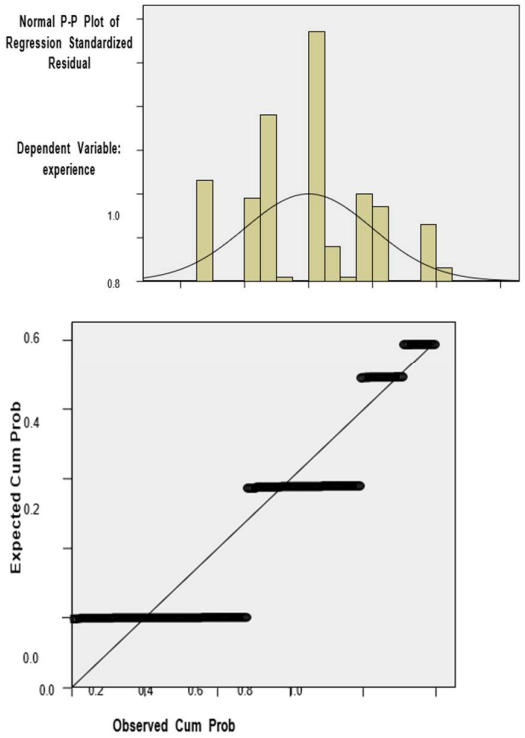
Residuals Statistics(a)

a Dependent Variable: experience of the respondents

CHARTS

Histogram

Dependent Variable: experience of the respondents



INTERPRETATION:

Hence the significance was occurs and has a value .000 is less than 0.05 (.000<0.05). Hence H0 is accepted.

RESULT:

There is a significant association between experience of the employee and HRIS helps in reducing manual HR tasks.

CORRELATION BETWEEN THE EDUCATIONAL QUALIFICATIONS AND HRIS CURRRENT ATTENDANCE TRACKING S YSTEM

NULL HYPOTHESIS (HO): There is a no significant interrelationship between the qualifications of the employee and HRIS current attendance tracking system

ALTERNATIVE HYPOTHESIS (H1): There is a significant interrelationship between the qualifications of the employee and HRIS current attendance tracking system.

STATISTICAL TEST:

Correlation was used the above hypothesis correlations

Correlations

		Educational qualification	HRIS CURRRENT ATTENDANCE TRACKINGS YSTEM
Educational qualification	Pearson Correlation	1	1.000(**)
	Sig. (2-tailed)		.000
	N	200	200
HRIS CURRRENT ATTENDANCE TRACKING SYSTEM	Pearson Correlation	1.000(**)	1
	Sig. (2-tailed)	.000	
	N	200	200

** Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

Therefore, H0 is Rejected and H1 is Accepted. Hence there is no significant difference between qualifications of the employee and HRIS current attendance tracking system.

RESULTS:

The above table has a Pearson correlation value 1 . so its is a perfect positive correlation

ANOVA

HO: There is a no significant variance between the age of the respondents and implementing the HRIS has proven to be cost effective for the organization.

H1: There is a significant variance between the age of the respondents and implementing the HRIS has proven to be cost effective for the organization.

One way ANOVA

Age of the respondents

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	9.926	3	3.309	2.013	.114
Within Groups	289.274	176	1.644		
Total	299.200	179			

Post HOC Tests Homogeneous

Subsets Age

Duncan

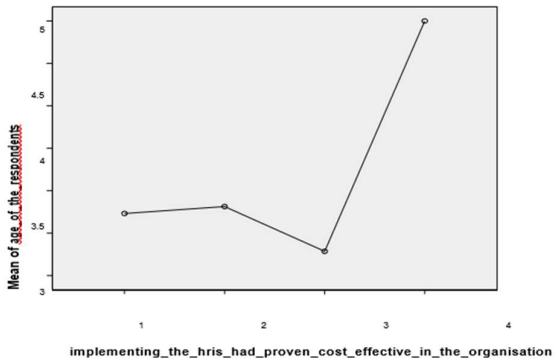
implementing the HRIS has proven to be cost effective for the organization	N	Subset for alpha = .05	
		1	2
Strongly agree	42	1.33	1.33
Agree	72	1.36	1.36
Neutral	34	1.15	
Disagree	7		1.71
Strongly disagree	5		1.80
Sig.		.396	.071

Means for groups in homogeneous subsets are displayed.

a Uses Harmonic Mean Sample Size = 12.196.

b the group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guarantee.

MEAN PLOTS



INTERPRETATION

Here the significant was occurs and has a value .000 it is less than 0.05. Hence H0 is accepted

RESULT:

There is a no significant variance between the age of the respondents and implementing the HRIS has proven to be cost effective for the organization.

RESULTS OF THE STUDY

1. It is found that majority 82 % of the Respondents are mal.
2. Majority 72 % of the respondents are less than 30
3. It is found that majority 41% of the respondent's qualification are under PG degree.
4. Majority 33% of the respondents having experience more than 11 years.
5. It is found that majority 98% of the respondents are using HRIS software in their organisation.
6. It is found that majority 55% of the respondents are satisfied with the protection of confidential employee data.
7. It is found that majority 55% of the respondents are satisfied with their user friendly software of HRIS.
8. It is found that majority 50% of the respondents are satisfied with the cost effectiveness of HRIS.
9. It is found that majority 97 % of the respondents are awareness of HRIS software used in the organization.
10. It is found that majority 35 % of the respondents are satisfied with the HRIS has all the features necessary for HR needs.
11. It is found that majority 49% of the respondents are satisfied with HRIS helps in reducing manual errors in hr tasks.
12. It is found that majority 46% of the respondents are satisfied with effectiveness of HRIS in improving employee engagement and satisfaction.
13. It is found that majority 52% of the respondents are satisfied about technical issues used in HRIS software.
14. It is found that majority 48% of the respondents are satisfied with the reviews are conducted to identify gaps in the HRIS software.
15. It is found that majority 46% of the respondents are satisfied with the HRIS provides security for confidential data employees in the organisation.
16. It is found that majority 91% of the respondents are aware about the HRIS software
17. It is found that majority 39% of the respondents are satisfied with the accuracy and timeliness of payroll processed via HRIS software.
18. It is found that majority 49% of the respondents are satisfied with the payroll efficiency.
19. It is found that majority 49% of the respondents are satisfied with the payroll system ensure with the labour laws and regulation.
20. It is found that majority 49% of the respondents are

satisfied with the HRIS helps in maintaining accurate and updated employee records.

21. It is found that majority 39% of the respondents are satisfied with the HRIS has helped align hr functions with organisational goals.
22. It is found that majority 39% of the respondents are using daily HRIS system or software in the organisation.
23. It is found that majority 33% of the respondents are satisfied with the HRIS provides the quick access to employee information.
24. It is found that majority 33% of the respondents are satisfied with the HRIS has helped in better workforce planning.
25. It is found that majority 33% of the respondents are satisfied with the HRIS improved in communication between HR and employees
26. It is found that majority 31% of the respondents are satisfied with the HRIS system follow data security best practices.
27. It is found that majority 75% of the respondents are using attendance tracking to all departments.
28. It is found that majority 34% of the respondents are satisfied with the HRIS attendance tracking system.

SUGGESTIONS

The company can provide,

- **Invest in Advanced HRIS Features**: Upgrade to an integrated HRIS platform that includes modules
- for performance management, learning and development, employee engagement, and predictive analytics. Comprehensive features reduce the need for multiple systems and improve decision-making across departments.
- **Conduct Regular HRIS Training Programs:** Provide periodic training sessions for employees and HR professionals to ensure effective and confident usage of HRIS. A well-trained workforce maximizes the potential of the system, reduces errors, and improves overall efficiency.
- **Customize HRIS According to Organizational Needs:** Tailor HRIS workflows and dashboards to match the unique structure and processes of Komatsu India. Customization ensures relevance, improves user satisfaction, and minimizes process mismatches or redundancy.
- **Automate Repetitive HR Tasks:** Use HRIS to automate tasks like attendance tracking, payroll processing, leave approvals, and onboarding. Automation saves time, reduces human error, and allows HR staff to focus on strategic activities.
- **Career Pathing:** Supports employees in mapping out their career development and growth within the organization.
- **Health Records Management:** Maintains records related to employee health and safety require
- **Implement Real-Time Analytics & Dashboards:** Use data dashboards and KPI trackers to monitor workforce performance, engagement, and turnover.

CONCLUSION

- The implementation and effective utilization of a Human Resource Information System (HRIS) is a transformative step for any organization seeking to optimize its human resource functions. HRIS streamlines HR operations such as recruitment, payroll, performance management, employee data management, and compliance, enhancing both efficiency and accuracy. It empowers HR professionals to make data-driven decisions, promotes transparency, and supports strategic planning. As organizations continue to evolve in the digital age, investing in a robust HRIS is not just a technological upgrade but a strategic necessity for achieving organizational goals and maintaining a competitive edge
- The research indicates that integrating real-time notifications, feedback loops, and mobile accessibility into HRIS could improve the responsiveness of HR services. Employees prefer faster solutions to issues related to payroll, attendance, and benefits.
- Enabling mobile access and automated alerts ensures that HR teams can take quick actions and resolve issues promptly, thereby increasing employee satisfaction and trust in the system.
- The implementation of a Human Resource Information System (HRIS) plays a vital role in achieving organizational efficiency and effectiveness. By providing security to confidential information, studying the feasibility of HRIS, identifying software gaps, improving overall performance, and keeping information up-to-date, HRIS ensures seamless management of human resources.
- To maximize the benefits of HRIS, conduct regular system audits and updates, provide ongoing training and support to users, Monitor and evaluate system performance, encourage employee engagement and feedback, continuously assess and address software gaps.

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