

HRIS Driving Health Care Institutes



S Jyothi Kannipamula., Srinivasa rao D.

Abstract: An effort is made in this paper to show case the concept of current status of Human Resource Information System and empirical analysis on learning mode of hospital personnel. The traditional practices of HRM used in the present business arena is time taking and includes lengthy processes. The integration between the departments has become the challenging aspect to be considered. The data generated from the HR department becomes the primary base for other functional departments to work and helps scheduling, compensating and decision making. The term automation brought the era of digitally linking the traditional human resource management to technical human resource management. Based on various standard HRM models a model is developed to show the integrated use of technically developed HRM practices in attaining Global competitiveness. The literature review indicates the necessity of globally competitive HRM practices in every sector including service sectors and various departments of business. Data is drawn from global competitiveness report of the year 2017-2018 and analyzed in various dimensions. Primary data is collected from 40 hospital personnel in Vijayawada region.

Keywords : Competitiveness, Innovation, Human Resource information system (HRIS), Firm performance, Training and Development, Skill enhancement, Performance management system, Compensation administration, Learning.

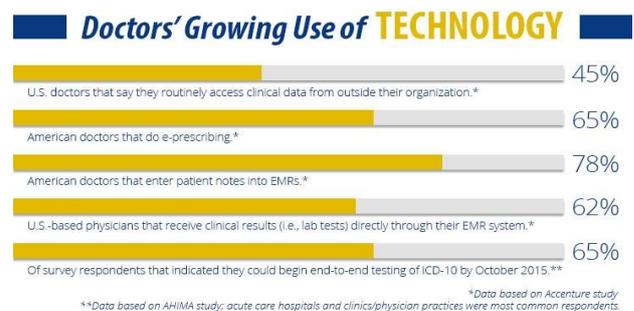
I. INTRODUCTION

The visible element of shift was the move from the record and time keeping activity to a more involved role of decision making that could impact business [1]. Basic Human Resource functions include transactional, traditional and transformational activities. Transactional hr functions are benefits administration, record keeping and employee services whereas traditional hr functions comprise selection and training, performance management, compensation and other functional areas of human resource management. Transformational human resource activities are knowledge management, management development and strategic decision making. The crucial element for human resource functions is the data collected on various transactions starting from hiring to relieving. The data captured on hiring a person for a specified position and compensation is stored for future use. The data collected is processed to systematic information. Organizations are taking a new look as to how to

organize human resource functions [1]. Based on the information decisions are executed such as hiring, performance appraisal that leads to promotional activities. Trained employees are the assets of organization [3]. The present study aims at knowing the learning mode of employees in hospital on using.

II. NEED OF THE STUDY

Globalised business world considers the effects of workforce diversity, legal restrictions and interdependent training and professional development on the firm's performance. As globalization is integrating business's operations and strategies across widened cultures, products and ideas have an impact on the role of human resource department. The field global human resource management gives an idea on understanding, researching, applying and revision of all human resource activities in internal and external issues. Important and critical factors for implementing HRIS are IT infrastructure, top management support, IT capabilities of staff, perceived cost, and competitive pressure [12]. To improve the experience of stake holders, investors, employees, partners, suppliers, society and customers, a global environment that includes technological and innovative way of functioning human resources is essential. Use of information systems has increased in hospitals competitively. To find out the ease of learning and users ability the study is done on hospital personnel. Figure below shows growing use of technology by health care professionals.



III. REVIEW OF LITERATURE

Information and communication technologies support HRIS. Organizations attain control over speed, efficiency and accuracy at any time for better decision making with competitiveness [13]. Any technology that is used to attract, hire, retain, and maintain human resources, support HR administration, and optimize human resource management: Kshaman in his study on Jordanian hospitals recommended usage of HRIS by employees.

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*Correspondence Author(s)

S Jyothi Kannipamula*, KL Business School, Koneru Lakshmaiah Education Foundation (Deemed to be University). Email: k.sharonjyothi@kluniversity.in

Srinivasa Rao D KL Business School, Koneru Lakshmaiah Education Foundation (Deemed to be University). Email: srinivasa_mba@kluniversity.in

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Focusing on human resource information system, the work culture changes and achieves expected outcome and organizational performance at all levels can be maximized [14]. The strategic operation of business has five vital functions of global human resource management: They are:

- A. Technology enabled Recruitment Process
- B. Technology based Professional Development
- C. Technology enabled On the Job Training
- D. Automated Benefits and Compensation Administration
- E. Legal Compliance Administration

A. Technology enabled Recruitment Process

The important function of human resources functions is ATR (Attracting, hiring and retaining a skilled workforce). The elements include job description development, interviewing candidates, generating offers and negotiating salaries and benefits. A Company’s profile can rise on building a solid team of employees. It helps to achieve profitability, productivity and effective and efficient run of the firm. In adopting technology and automating the recruitment process reduces time and eliminates biased way of recruiting the employees.

B. Technology based Professional Development

Identifying training needs is the crucial element that centres and facilitates the overall professional development process. It provides opportunities for career growth, sponsoring education, sponsoring national and international conferences for the overall professional development of employees. When this process is enabled with technology it reaps a favourable result and plays as an outcome based training technique for professional development.

C. Technology enabled On the Job Training:

Firms use different technologies for speedy process of performing tasks. A financial software package installed facilitates the department to organize and perform the analysis and payments accurately. Such streamlines process enhances communication and sharing of resources in a much profitable and productive job.

D. Automated Benefits and Compensation Administration

In the twenty first century the firms must adapt new forms of providing benefits to employees of an organization. Benefits like flexible working hours, work from home, maternal and paternal leave, commuting made easy, short vacations enables the employee to reach the self actualization stage of motivation pyramid. Engaging diversified group of employees in terms of application of monetary and non monetary benefits is much more advisable and value added approach in compensation administration.

E. HRIS based Legal Compliance Administration :

The utmost important function of workforce manager is legal compliance coordinating with bodies of labour and tax law, where the business operates on receiving timely updates and enhancement that help both the employees and organization. The framed rules and law safeguards the workforce in aspects of fair wages and minimum working hours and minimum pay etc., Being aware of such laws and

policies and legally binding in an essential function of HR department.

IV. METHODOLOGY

The present study aims to analyze whether users learning differ by experience, education, age, no of years usage and designation of the employees. Data is collected from hospital personnel both private and public sector. Robert Chiva scale for measuring learning capability is used. Scale consisted 14 variables. Data is analysed using R Language..

V. OBJECTIVES OF THE STUDY

1. To extract the current status of HRIS in health care institutes.
2. To find out whether there is significant difference in user learning among employees by their qualification.
3. To know whether there is significant difference in user learning among employees by their experience.

VI. HYPOTHESES

- H₀ 1 – User learning doesn’t differ by qualification.
- H₀ 2 – User learning doesn’t differ by experience

VIII. RESULTS AND DISCUSSIONS

Table 1 shows the descriptive statistics summary of the variables taken for the study. Respondent’s education and experience, age, designation, no of years usage is shown. Summary shown below gives the distribution of users learning capability scale.

Table 1 Summary

Variables	Mean	SD	Median	Skew	Kurtosis	SE
Education	1.84	0.82	2	0.29	-1.51	0.15
Experience	1.39	0.50	1	0.44	-1.86	0.09
Age	1.10	0.30	1	2.60	4.90	0.05
No of Years Usage	1.39	0.50	1	0.44	-1.86	0.09
Designation	4.16	1.92	4	-0.11	-1.36	0.34
V1	2.68	1.08	3	-0.60	-1.03	0.19
V2	1.65	0.49	2	-0.58	-1.72	0.09
V3	2.45	0.99	3	-0.36	-1.21	0.18
V4	1.55	0.51	2	-0.79	-2.03	0.09
V5	2.74	0.77	3	0.45	-1.26	0.14
V6	1.81	0.40	2	-1.48	0.19	0.07
V7	2.29	1.19	2	0.14	1.60	0.21
V8	1.55	0.51	2	-0.19	-2.03	0.09
V9	1.84	0.58	2	0.01	-0.37	0.18
V10	1.55	0.51	2	-0.19	-2.03	0.09



V11	1.11	0.46	2	-0.88	-1.26	0.08
V12	1.87	0.72	2	0.18	-1.12	0.13
V13	1.81	0.40	2	-1.48	0.19	0.07
V14	1.55	0.51	2	-0.19	-2.03	0.01

Table 2 below gives the results summary of the tested hypothesis H₀₁ i.e., Learning capability doesn't differ by qualification. From the table it is clear that there is no significant difference between respondents of different qualifications in Learning Capability as indicated by F-value of the ANOVA model which leads to acceptance of the first maintained hypothesis.

Table 2 Hypotheses 1- ANOVA Summary

	Df	Sum Sq	Mean Sq	F Val	Pr (>F)
d\$Qualification	2	222	110.97	2.03	0.153
Residuals	37	2033	54.93		

Table 3 below gives the result summary of the tested hypothesis H₀₂ i.e., Learning Capability doesn't differ by experience. From the table it is clear that there is no significant difference between respondents of different experience in Learning Capability as indicated by F-value of the ANOVA model which leads to acceptance of the first maintained hypothesis.

Table 3 Hypotheses H₀₂ – ANOVA Summary

	Df	Sum Sq	Mean Sq	F Val	Pr (>F)
d\$Experience	2	4.6	2.30	0.038	0.963
Residuals	37	2250.2	60.82		

From table 3 it is evident that for most of the items in the learning capability scale responses are clearly showing negative opinions.

Table 4 shows the details of the frequency of qualifications of employees at various levels respectively.

Table 4 Qualification Frequency

Levels	Freq	Cum.Freq	Per	Cum.Per
Above PG	4	4	10	10
Post Graduate	19	23	47.5	57.5
Graduate	17	40	42.5	100
Total	40	-	100.00	-

Table 5 shows the details of the frequency of experience of employees at various levels respectively.

Table 5 Experience Frequency

Levels	Freq	Cum.Freq	Per	Cum.Per
0-10	28	28	70	70
10 to 20	8	36	20	90
Above 20	4	40	10	100
Total	40	-	100.00	-

From Table 5 it is shown that respondents of 0-10 years experience is 70 percent, respondents of 10 to 20 years experience is 20 percent and respondents above 20 years experience are only 10 percent.

IX. CONCLUSION

The main objective of the present study is to know the current status of Human resource information systems usage. Meticulous review of literature was undertaken and based on the content analysis of the literature quantitative data is collected and presented. The current status of HRIS is presented and a conceptual model was proposed explained the linkage between technology based HR practices and globally competitive firm performance. This study is based on secondary data drawn from the references and sources quoted. The data collected is showing the competitiveness report and the place where India stands. Also the data is limited to a particular year only. Further an empirical study is done using health personnel as respondents to know the learning capability of HRIS. Health care institutes should focus on automation of work to speed up the process, where time is more precious. Implementation of HRIS and active learning results in perfect use of the system. This study can be extended to other sectors and also a comparative study of public and private health institutes can also be done.

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AUTHORS PROFILE



Mrs. S Jyothi Kannipamula is a full time research scholar at Koneru Lakshmaiah Education Foundation, Guntur, Andhra Pradesh. She is NET qualified and an MBA from Loyola. Her research areas include Management Information Systems and Learning Organisations.



Dr. Srinivasa Rao. D is currently a professor in the area business analytics at Koneru Lakshmaiah Education Foundation, Guntur, Andhra Pradesh. He has contributed papers for various national as well as international research journals.