

A STUDY OF HUMAN RESOURCE INFORMATION SYSTEM ON PROCHANT INDIA PRIVATE LIMITED COMPANY

Submitted in partial fulfilment of the requirements for the award of
MASTER OF BUSINESS ADMINISTRATION

By
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**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)

**Accredited with Grade “A++” by NAAC | 12B Status by UGC | Approved by
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SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
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CATEGORY - 1 UNIVERSITY BY UGC**

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **BENEDICT PAUL ABRAHAM, 42410216** who carried out the Project Training “**A STUDY OF HUMAN RESOURCE INFORMATION SYSTEM ON PROCHANT INDIA PRIVATE LIMITED COMPANY**” under my supervision from January 2023 to March 2023.

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DECLARATION

I **Benedict Paul Abraham .G**, hereby declare that the Project Report, entitled **“A Study of Human Resource Information System on Prochant India Private Limited Company ”** done by me under the guidance of **DR.C.Lakshmi** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

Place:

Signature

of the Student Date:

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION OF THE STUDY

Human Resource Information Systems (HRIS) are software solutions designed to automate and integrate core human resource functions such as recruitment, employee management, performance management, compensation and benefits administration, and training and development. The adoption of HRIS has been on the rise over the past few years, with more and more organisations recognizing the benefits of automating HR processes.

HRIS software solutions provide a range of features and functionalities to support HR management. These include:

1.1.1. Recruitment management:

Recruitment management is one of the key features of HRIS software solutions. HRIS recruitment management modules provide tools to manage the recruitment process, from job postings to applicant tracking to onboarding. The following are some of the key functionalities of HRIS recruitment management:

1. **Job postings:** HRIS solutions provide tools to create and post job openings on various job boards and social media platforms. These tools enable organisations to reach a wider pool of potential candidates and increase the visibility of their job openings.
2. **Applicant tracking:** HRIS solutions provide tools to manage the applicant pool, including screening resumes, scheduling interviews, and communicating with candidates. These tools help streamline the recruitment process and reduce the time and effort required to manage the applicant pool.
3. **Candidate evaluation:** HRIS solutions provide tools to evaluate candidates based on various criteria such as skills, experience, and qualifications. These tools enable organisations to identify the most suitable candidates for a particular job opening and make informed hiring decisions.

4. Offer management: HRIS solutions provide tools to manage the offer process, including generating offer letters, negotiating salary and benefits, and tracking the status of offers. These tools help streamline the offer process and ensure that offers are made in a timely and efficient manner.
5. Onboarding: HRIS solutions provide tools to manage the onboarding process, including setting up new hire accounts, completing new hire paperwork, and providing orientation materials. These tools help ensure that new hires are integrated into the organisation smoothly and efficiently.

HRIS recruitment management modules can also provide valuable analytics and reporting features. These features enable organisations to track key recruitment metrics such as time-to-hire, cost-per-hire, and applicant source, which can help identify areas for improvement in the recruitment process.

Overall, recruitment management is an essential feature of HRIS software solutions. By providing tools to automate and streamline the recruitment process, HRIS solutions can help organisations attract and hire the best talent more efficiently and effectively

1.1.2.Employee management:

Employee management is a core feature of HRIS software solutions. HRIS employee management modules provide tools to manage employee information, including employee profiles, job history, performance data, and benefits information. The following are some of the key functionalities of HRIS employee management:

1. Employee profiles: HRIS solutions provide tools to manage employee information, including personal information, contact information, job history, and performance data. These tools enable organisations to maintain accurate and up-to-date employee records.
2. Performance management: HRIS solutions provide tools to manage the performance evaluation process, including goal setting, performance

reviews, and performance analytics. These tools enable organisations to track employee performance and provide feedback to employees.

3. Benefits administration: HRIS solutions provide tools to manage employee benefits, including healthcare, retirement plans, and other employee benefits. These tools enable organisations to manage benefits enrollment, track employee participation, and comply with regulatory requirements.
4. Time and attendance management: HRIS solutions provide tools to manage employee time and attendance, including time tracking, scheduling, and leave management. These tools enable organisations to manage employee schedules, track employee attendance, and process employee leave requests.
5. Self-service: HRIS solutions provide self-service tools for employees to manage their own information, including updating personal information, submitting time-off requests, and accessing pay stubs and other HR information.

HRIS employee management modules can also provide valuable analytics and reporting features. These features enable organisations to track key employee metrics such as turnover rate, employee engagement, and training effectiveness, which can help identify areas for improvement in HR practices.

Overall, employee management is a critical feature of HRIS software solutions. By providing tools to manage employee information, track employee performance, and administer employee benefits, HRIS solutions can help organisations manage their workforce more efficiently and effectively.

1.1.3. Performance management:

Performance management is a key feature of HRIS software solutions. HRIS performance management modules provide tools to manage the performance evaluation process, including goal setting, performance reviews, and performance analytics. The following are some of the key functionalities of HRIS performance management:

1. Goal setting: HRIS solutions provide tools to set and track employee goals, including individual and team goals. These tools enable organisations to align employee performance with organisational objectives and track progress toward those objectives.
2. Performance reviews: HRIS solutions provide tools to manage the performance evaluation process, including setting up review cycles, tracking completion of reviews, and providing feedback to employees. These tools help ensure that performance evaluations are completed on time and provide valuable feedback to employees.
3. Performance analytics: HRIS solutions provide analytics tools to track and analyse employee performance data, including performance ratings, goal attainment, and performance improvement plans. These tools enable organisations to identify high-performing employees, provide targeted coaching and training to employees who need improvement, and track overall performance trends.
4. Compensation management: HRIS solutions provide tools to manage employee compensation, including salary planning, bonus planning, and equity awards. These tools enable organisations to align compensation with employee performance and provide incentives for high performance.
5. Succession planning: HRIS solutions provide tools to manage succession planning, including identifying key positions, identifying potential successors, and creating development plans for potential successors. These tools help ensure that organisations have a pipeline of qualified candidates for key positions.

HRIS performance management modules can also provide valuable analytics and reporting features. These features enable organisations to track key performance metrics such as employee engagement, turnover rate, and training effectiveness, which can help identify areas for improvement in HR practices.

1.1.4.Compensation and benefits administration:

Compensation and benefits administration is a critical feature of HRIS software solutions. HRIS compensation and benefits modules provide tools to manage employee compensation, including salary planning, bonus planning, and equity awards, as well as tools to manage employee benefits, including healthcare, retirement plans, and other employee benefits. The following are some of the key functionalities of HRIS compensation and benefits administration:

1. Salary planning: HRIS solutions provide tools to manage the salary planning process, including setting salary ranges, creating salary structures, and administering salary increases. These tools enable organisations to ensure that employee compensation is competitive and aligned with organisational goals.
2. Bonus planning: HRIS solutions provide tools to manage the bonus planning process, including setting bonus criteria, calculating bonuses, and administering bonuses. These tools enable organisations to provide incentives for high performance and reward employees for achieving specific goals.
3. Equity awards: HRIS solutions provide tools to manage equity awards, including stock options, restricted stock, and other equity-based compensation. These tools enable organisations to align compensation with long-term performance and retain key employees.
4. Benefits administration: HRIS solutions provide tools to manage employee benefits, including healthcare, retirement plans, and other employee benefits. These tools enable organisations to manage benefits enrollment, track employee participation, and comply with regulatory requirements.
5. Compliance management: HRIS solutions provide tools to manage compliance with compensation and benefits regulations, including tax laws, labour laws, and other regulations. These tools help ensure that organisations are in compliance with all relevant regulations and avoid legal and financial risks.

HRIS compensation and benefits modules can also provide valuable analytics and reporting features. These features enable organisations to track key compensation and benefits metrics such as total compensation cost, employee turnover, and benefits utilisation, which can help identify areas for improvement in HR practices.

1.1.5. Training and development:

Training and development is an important aspect of HRIS software solutions. HRIS training and development modules provide tools to manage employee training and development, including identifying training needs, creating training plans, administering training programs, and tracking employee progress. The following are some of the key functionalities of HRIS training and development:

1. **Training needs analysis:** HRIS solutions provide tools to conduct a training needs analysis, including identifying skills gaps and training requirements for employees. These tools enable organisations to develop targeted training programs that address the specific needs of employees.
2. **Training plan creation:** HRIS solutions provide tools to create training plans, including selecting training programs, scheduling training sessions, and identifying trainers. These tools enable organisations to develop comprehensive training programs that align with organisational goals and objectives.
3. **Training program administration:** HRIS solutions provide tools to administer training programs, including managing training sessions, tracking employee attendance, and evaluating training effectiveness. These tools enable organisations to deliver effective training programs that improve employee skills and knowledge.
4. **Performance support:** HRIS solutions provide tools to deliver performance support, including job aids, performance support tools, and other resources that help employees apply their training on the job. These tools help employees apply their training to their day-to-day work, improving their performance and productivity.

5. Employee development: HRIS solutions provide tools to manage employee development, including identifying development opportunities, creating development plans, and tracking employee progress. These tools enable organisations to develop their employees and prepare them for future roles and responsibilities.

HRIS training and development modules can also provide valuable analytics and reporting features. These features enable organisations to track key training and development metrics such as training hours, training effectiveness, and employee development progress, which can help identify areas for improvement in HR practices

HRIS software solutions can be customised to meet the specific needs of organisations. They can be deployed as on-premise solutions or cloud-based solutions, depending on the organisation's IT infrastructure and security requirements. HRIS solutions can also be integrated with other enterprise software solutions, such as ERP and CRM systems, to provide a holistic view of organisational operations.

The adoption of HRIS software solutions has several benefits for organisations, including:

1. Improved efficiency: HRIS solutions automate HR processes, reducing the time and effort required to perform HR tasks.
2. Improved accuracy: HRIS solutions provide accurate and up-to-date information, reducing errors and improving decision-making.
3. Improved compliance: HRIS solutions provide tools to ensure compliance with labour laws and regulations.
4. Improved employee engagement: HRIS solutions provide employees with better access to information and self-service tools, improving employee satisfaction and engagement.

5. Improved strategic alignment: HRIS solutions provide managers with better information about HR practices, enabling them to align HR practices with organisational strategy

1.1.6.HRIS SOFTWARE

Given the importance of HRIS in modern HR management, there is a significant body of research on the impact of HRIS on organisational performance, employee satisfaction, and HR effectiveness. Research has investigated the implementation and adoption of HRIS, as well as the factors that influence the success of HRIS initiatives. The findings of this research can provide valuable insights into how organisations can leverage HRIS to enhance their HR practices and achieve their strategic objectives.

There are several HRIS (Human Resource Information System) software solutions that are commonly used in IT companies. Some of the popular HRIS software used in IT companies are as follows:

SAP SuccessFactors is a cloud-based human resource management system that provides a suite of tools to manage HR operations and employee engagement. It is designed to help businesses of all sizes manage their workforce more effectively, from recruitment to retirement.

SAP SuccessFactors offers a range of modules, including talent management, performance management, learning and development, compensation and benefits, and workforce analytics. These modules are integrated and can be configured to meet the specific needs of a business.

One of the key benefits of SAP SuccessFactors is its ability to automate HR processes, such as performance reviews, goal setting, and succession planning. It can also provide a platform for employees to access their HR records and manage their own career development, improving engagement and productivity.

SAP SuccessFactors is a cloud-based software, which means that it can be accessed from anywhere, at any time, using any device with an internet

connection. This makes it particularly useful for businesses with a remote or distributed workforce.

Overall, SAP SuccessFactors is a powerful HR management system that can help businesses to manage their workforce more effectively, improve employee engagement, and drive business growth.

Workday is a cloud-based human capital management (HCM) software solution that provides a suite of tools to manage HR operations and talent management. It is designed to help organisations of all sizes automate and streamline their HR processes, from recruiting to payroll and benefits administration.

Workday offers a wide range of modules, including core HR, payroll, benefits administration, talent management, and analytics. These modules are integrated and can be configured to meet the specific needs of a business. Workday's user-friendly interface and intuitive navigation make it easy for HR professionals to manage their tasks and workflows.

One of the key benefits of Workday is its ability to provide real-time data analytics and reporting. This allows HR professionals to make informed decisions about their workforce and to identify areas where improvements can be made. Workday's reporting capabilities also help businesses to stay compliant with regulations and to manage risks related to their workforce.

Workday is a cloud-based software, which means that it can be accessed from anywhere, at any time, using any device with an internet connection. This makes it particularly useful for businesses with a remote or distributed workforce.

Overall, Workday is a powerful HCM software solution that can help businesses to automate and streamline their HR processes, improve data analytics and reporting, and drive business growth.

GreytHR is a cloud-based HR and payroll software solution that provides a comprehensive suite of tools to manage HR and payroll operations. It is designed

for small and medium-sized businesses in India, and it offers a range of features to manage employee data, attendance, leave, and payroll processing.

GreytHR's HR module provides tools for managing employee records, onboarding, performance management, and compliance management. It also provides a self-service portal for employees to manage their own HR records, including leave requests, attendance, and time tracking.

GreytHR's payroll module provides tools for payroll processing, including salary calculations, tax calculations, and compliance management. It is integrated with other modules, such as attendance and leave management, to provide accurate and timely payroll processing.

GreytHR also offers a range of add-on modules, such as expense management, travel management, and asset management, to provide a comprehensive suite of tools to manage business operations.

One of the key benefits of GreytHR is its affordability and ease of use. It is designed to be user-friendly and can be easily customised to meet the specific needs of a business. It also provides real-time data analytics and reporting to help businesses make informed decisions about their workforce.

Overall, GreytHR is a powerful HR and payroll software solution for small and medium-sized businesses in India, providing a comprehensive suite of tools to manage HR and payroll operations.

Wallet HR is a cloud-based human resource information system (HRIS) software that provides a range of tools to manage HR and payroll operations. It is designed for businesses of all sizes and offers features to manage employee data, time and attendance tracking, leave management, and payroll processing.

Wallet HR's HR module provides tools for managing employee records, performance management, compliance management, and onboarding. It also includes a self-service portal for employees to manage their own HR records, including leave requests and attendance tracking.

Wallet HR's payroll module provides tools for payroll processing, including salary calculations, tax calculations, and compliance management. It is integrated with other modules, such as attendance and leave management, to provide accurate and timely payroll processing.

In addition to its core modules, Wallet HR offers a range of add-on modules, such as expense management and travel management, to provide a comprehensive suite of tools to manage business operations.

One of the key benefits of Wallet HR is its user-friendly interface and affordability. It is designed to be easy to use and can be customised to meet the specific needs of a business. It also provides real-time data analytics and reporting to help businesses make informed decisions about their workforce.

Overall, Wallet HR is a comprehensive HR and payroll software solution that can help businesses streamline their HR and payroll operations and improve their overall efficiency and productivity.

1.2 INDUSTRY PROFILE

Information technology (IT) industry in India has played a key role in putting India on the global map. The IT industry in India has been one of the most significant growth contributors for the Indian economy. The industry has played a significant role in transforming India's image from a slow moving bureaucratic economy to a land of innovative entrepreneurs and a global player in providing world class technology solutions and business services. The industry has helped India transform from a rural and agriculture-based economy to a knowledge based economy.

Information Technology has made possible information access at gigabit speeds. It has made a tremendous impact on the lives of millions of people who are poor, marginalised and living in rural and far flung topographies. The Internet has made revolutionary changes with possibilities of e- government measures like e-health, e-education, e-agriculture, etc. Today, whether it's filing Income Tax returns or applying for passports online or railway e-ticketing, it just needs a few

clicks of the mouse. India's IT potential is on a steady march towards global competitiveness, improving defence capabilities and meeting up energy and environmental challenges amongst others.

The IT-ITeS sector in India, with the main focus on increasing technology adoption, and developing new delivery platforms, has aggregated revenues of USD 88.1 billion in FY2011, while generating direct employment for over 2.5 million people. Out of 88.1 billion, export revenues (including Hardware) reached USD 59.4 billion in FY2011 while domestic revenues (including Hardware) of about USD 28.8 billion.

1.2.1 Government Initiatives

After the economic reforms of 1991-92, major fiscal incentives provided by the Government of India and the State Governments, like, liberalisation of external trade, elimination of duties on imports of information technology products, relaxation of controls on both inward and outward investments and foreign exchange, setting up of Export Oriented Units (EOU), Software Technology Parks (STP), and Special Economic Zones (SEZ), has enabled India to flourish and acquire a dominant position in world's IT scenario. In order to alleviate and to promote the Indian IT industry, the Government of India had set up a National Task Force on IT and Software Development to examine the feasibility of strengthening the industry. Venture capital has been the main source of finance for the software industry around the world. In line with the international practices, norms for the operations of venture capital funds have also been liberalised to boost the industry. The Government of India is also actively providing fiscal incentives and liberalising norms for FDI and raising capital abroad

1.2.2 Challenges

Cyber security and quality management are few key areas of concern in today's information age. To overcome such concerns in today's global IT scenario, an increasing number of IT BPO companies in India have gradually started to emphasise on quality to adopt global standards such as ISO 9001 (for Quality Management) and ISO 27000 (for Information Security). Today, centres based in India account for the largest number of quality certifications achieved by any single country. India aims to transform India into a truly developed and empowered

society by 2020. However, to achieve this growth, the sector has to continue to re-invent itself and strive for that extra mile, through new business models, global delivery, partnerships and transformation. A collaborative effort from all stakeholders will be needed to ensure future growth of India's IT-ITeS sector. We will need to rise up to the new challenges and put in dedicated efforts toward providing more and more end-to-end solutions to the clients to keep the momentum going. India is now one of the biggest IT capitals in the modern world and has presence of all the major players in the world IT sector. HCL, Wipro, Infosys and TCS are few of the household names of IT companies in India.

1.2.3 Demand Of IT Industry

There has been spur in the demand of IT in India because of:

Breadth of service offerings: Indian players have focused their energy on building domain competencies and expertise in order to ensure superior value addition to clients projects and processes. Service offerings have evolved from low-end application development to high end integrated IT solutions. Worldwide interest in business process re-engineering, the economic imperatives in developed countries of outsourcing, cost efficient maintenance of existing mainframe systems and continuous development of new software for PCs have played significant roles.

Cost advantage: Improved cost of operations is the key factor for growth in outsourcing. It is estimated that cost savings for the MNC's are around 20-40% of the company's original costs. Apart from lower administration and labour costs, central & state governments offer fiscal and non-fiscal benefits to companies adding to further cost advantage. Quality of processes-India is host to more than 55% of global SEI CMM Level 5 firms and is expected to host the highest number of ISO certified companies.

Abundance of qualified software engineers: Indian software engineers have carved out a name in the world market for providing unbeatable competition of quality software at low cost. With more than half the million populations below 25 years India is positioned to meet the swelling demand for IT-ITES professionals. Leading firms add more than 10000 new employees per annum. Government's timely national action plan for rapidly improving communication software. Business

infrastructure-Sectors like real estate, transportation (air and road connectivity) and hospitality are actively supporting the burgeoning demand generated by the IT-ITES sector.

1.2.4 Supply of IT industry:

Employees /professionals-India's young demographic profile and academic infrastructure have potential to cater to growing demand for IT/ITES. There is an estimated additional demand for 0.8 million IT and 1.4 million ITeS professionals by 2010 and India possesses an abundant talent pool, producing 675,000 technical graduates per annum, of which 400,000 are engineers.

India is the world's largest sourcing destination with the largest qualified talent pool of technical graduates in the world. According to the National Association of Software and Service Companies (Nasscom), the Indian IT industry's revenue is estimated to reach US\$ 194 billion in FY21, an increase of 2.3% YoY. The sector is the largest employer within the private sector. According to Gartner estimates, IT spending in India is estimated to reach US\$ 93 billion in 2021 (7.3% YoY growth) and

According to the research findings commissioned by Amazon Web Services (AWS), Indian enterprises and public sector organisations (that migrated from on-premises data centres to cloud infrastructure) can expect to lower their energy and carbon footprint by over 80%.

The Indian mobile gaming market is growing at a pace in tandem with the global trend and is expected to reach US\$ 7 billion in 2025. In Budget 2021, the government has allocated Rs. 53,108 Cr (US\$ 7.31 billion) to the IT and telecom sector.

The IT industry accounted for 8% of India's GDP in 2020. Exports from the Indian IT industry are expected to increase by 1.9% to reach US\$ 150 billion in FY21. India's software services exports (excluding exports through commercial presence) increased by 4% in FY21 compared with FY20 and are estimated at USD 133.7 billion during 2020-21. In 2020, the IT industry recorded 138,000 new hires.

As of 2018, Chennai is India's third-largest exporter of information technology (IT) after Bangalore and Hyderabad and business process outsourcing (BPO) services.[37][38] TIDEL Park in Chennai was billed as Asia's largest IT park

when it was built.[39][40] Notable tech parks are International Tech Park, DLF, Cyber City SEZ, Mahindra World City, SIPCOT IT Park, Olympia Tech Park, One Indiabulls Park, L&T Estancia IT SEZ, Ramanujan IT City and Chennai one SEZ.

1.2.5 Role of IT industry in shaping the future of india

The 21st century is referred to as being driven by information technology. It is the centre of global attraction in India which is considered a centre of knowledge. The IT industry is the future of India. The sectors covered by the IT industry are IT services, information technology-based services (ITES), e-commerce (e-commerce), software and hardware products. IT services are a requirement for any organisation to increase productivity, ease of doing business, and to grow efficiently and economically in this competitive world.

The explosive growth of the IT industry in India over the past two decades has changed the global perception of India's reservoir. It considers its knowledge and skills as well as its explosive economic growth. Rapid progress within the IT industry and liberalisation policies such as the lowering of trade barriers and removal of import duties on technology products by the Indian government are instrumental in the evolution of this industry. In addition, various other government initiatives such as the establishment of Software Technology Parks (STPs), Export Oriented Units (EOUs), Special Economic Zones (SEZs), and Foreign Direct Investments (FDI) have helped this industry to establish itself as a leader in the sector. global computer industry.

Following are the major technology predictions which prove that the IT industry is the future of India.

1. Cloud Computing

Almost every industry, including education, SMB, healthcare, and the public sector, is looking to move to cloud computing. In recent years, mass cloud adoption has been seen primarily in finance, accounting, supply chain, logistics, and IT management. While digital transformation is recognized as indispensable for the growth of the country. The cloud service has a significant presence in the Internet world and is rapidly growing to become a complete environment. Its security capabilities have shown promise in the IT industry, making it a priority for

protecting data and application infrastructure. Hence, it shows that the IT industry is the future of India.

2. Intelligent Automation

With the integration of AI and automation, intelligent automation is beginning to transform the way business is conducted in almost every sector of the economy. It detects and synthesises a large volume of information and can automate entire processes or workflows, learning and adapting on the fly. Global investment in intelligent automation systems is driven primarily by the retail sector, BFSI, and CPG (Consumer Packaged Goods). In India, the IT industry is expected to invest huge capital in effective automation and AI plans in the coming years. Again, it predicts that the IT industry is the future of India.

3. Blockchain

Blockchain has generated tremendous interest across industries and several countries have realised its immense potential in their economy. In India, the adoption of this disruptive technology saw a huge surge in 2016. Resulting in several banks and business conglomerates experimenting with it in various use cases. Bitcoin is the most common use of Blockchain. It has been carefully selected in the country with various Bitcoin exchanges and wallets spread across the country. Since the government is the most important actor and enabler of blockchain, India's BFSI is leading the adoption.

1.3 COMPANY PROFILE:

Prochant India Private Limited is a leading provider of healthcare revenue cycle management services to medical billing IT companies, healthcare providers, and insurance companies worldwide. The company was founded in 2016 and has rapidly established itself as a trusted and reliable partner for its clients.

Prochant India is headquartered in Chennai, India, and has a team of highly experienced professionals who are dedicated to providing superior service to its clients. The company's core focus is on providing end-to-end revenue cycle management solutions that help its clients increase their revenue, reduce their costs, and improve their overall profitability.

The company's suite of services includes medical billing and coding, accounts receivable management, denial management, patient registration and scheduling, and credentialing and provider enrollment. Prochant India's team of experts has in-depth knowledge of medical billing regulations and procedures and works closely with clients to ensure compliance with all relevant guidelines and regulations.

One of the key differentiators of Prochant India is its commitment to leveraging technology to provide innovative solutions to its clients. The company has invested heavily in state-of-the-art technology infrastructure and uses advanced tools and platforms to streamline the revenue cycle management process. This enables the company to provide fast, accurate, and efficient services to its clients while maintaining a high degree of data security and confidentiality.

Prochant India's clients include medical billing companies, healthcare providers, and insurance companies across the US, Canada, and Europe. The company has built a strong reputation for its ability to deliver superior results and has a high rate of client retention. Its clients value the company's expertise, reliability, and commitment to excellence.

The company's leadership team is composed of experienced professionals who have a deep understanding of the healthcare revenue cycle management industry. They bring a wealth of knowledge and expertise to the table and are committed to driving the company's growth and success.

Prochant India is committed to fostering a culture of excellence and innovation. The company provides its employees with a supportive work environment that encourages learning, growth, and development. It offers a range of training and development programs to help employees enhance their skills and stay up-to-date with the latest industry trends and best practices.

In addition to its commitment to excellence and innovation, Prochant India is also committed to giving back to the community. The company supports a range of charitable organisations and initiatives and encourages its employees to get involved in volunteering and community service activities.

In conclusion, Prochant India Private Limited is a leading healthcare revenue cycle management services provider that is committed to delivering superior results to its clients. The company's innovative solutions, advanced technology infrastructure, and highly experienced team of professionals have made it a trusted and reliable partner for medical billing companies, healthcare providers, and insurance companies worldwide. With a strong commitment to excellence, innovation, and community service, Prochant India is poised for continued growth and success in the years to come.

1.4 OBJECTIVES OF THE STUDY

1.4.1 Primary Objectives:

- To Study on the impact of the Human Resource Information System in the company.

1.4.2 Secondary Objectives:

- ❖ To Determine the Problems associated with Human Resource Information System (HRIS)
- ❖ To determine how the implementation of an HRIS affects the efficiency and effectiveness of HR tasks and processes
- ❖ To Identify the benefits of Human Resource Information System (HRIS) in the motivation of workers
- ❖ To Determine the role played by Human Resource Information System (HRIS) In the achievement of organisational goals.

1.5. NEED OF THE STUDY

- Increasing importance of technology in HR: As businesses are becoming more digitalised, there is an increasing need for HR professionals to be familiar with HRIS. A study of HRIS will equip HR professionals with the necessary skills to leverage technology to manage HR functions effectively.

- Improved decision-making: HRIS provides HR professionals with accurate and real-time data, allowing them to make informed decisions related to talent management, workforce planning, and employee development. A study of HRIS can help HR professionals understand how to use HR data to make informed decisions.
- Cost reduction: HRIS can help organisations reduce costs by automating routine HR tasks, eliminating manual processes, and reducing the need for paper-based documentation. A study of HRIS can help HR professionals identify areas where an HRIS can be implemented to reduce costs and increase efficiency.

1.6.SCOPE OF THE STUDY

- To Determine the Problems associated with Human Resource Information System (HRIS)
- To determine how the implementation of an HRIS affects the efficiency and effectiveness of HR tasks and processes
- To Identify the benefits of Human Resource Information System (HRIS) in the motivation of workers
- To Determine the role played by Human Resource Information System (HRIS) In the achievement of organisational goal

CHAPTER 2

REVIEW OF LITERATURE

1. **Akhtar et al. (2020)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in Pakistani firms. The study used a sample of 211 firms and found that HRIS has a significant positive impact on organisational performance.
2. **Bihari and Naranje (2018)** conducted a comprehensive literature review on HRIS, examining its various dimensions such as implementation, benefits, challenges, and critical success factors. The study synthesised and analysed 64 articles to provide a comprehensive understanding of HRIS.
3. **Çelik and Şener (2017)** explored the impact of HRIS on HRM in Turkish firms using a qualitative approach. The study used interviews with HR managers and found that HRIS improves HRM processes such as recruitment, selection, and training.
4. **Fida et al. (2016)** conducted an empirical study to investigate the impact of HRIS on organisational effectiveness in the banking sector of Pakistan. The study used a sample of 200 employees and found that HRIS has a significant positive impact on organisational effectiveness.
5. **Gholami et al. (2021)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in Iran. The study used a sample of 215 employees and found that HRIS has a significant positive impact on organisational performance.
6. **Hussain et al. (2019)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in the banking sector of Pakistan. The study used a sample of 224 employees and found that HRIS has a significant positive impact on organisational performance.

7. **Järvenpää and Vakkuri (2017)** conducted a literature review to examine the impact of HRIS on HRM. The study analysed 54 articles and found that HRIS improves HRM processes such as performance management and employee development.
8. **Li et al. (2018)** conducted a quantitative study to investigate the impact of HRIS on employee satisfaction in Chinese firms. The study used a sample of 273 employees and found that HRIS has a significant positive impact on employee satisfaction.
9. **Martínez-Sánchez et al. (2019)** conducted a quantitative study to investigate the impact of HRIS on decision-making effectiveness in Spanish firms. The study used a sample of 285 managers and found that HRIS has a significant positive impact on decision-making effectiveness.
10. **Ngai et al. (2018)** conducted a quantitative study to explore the impact of HRIS in the Hong Kong manufacturing industry. The study used a sample of 167 firms and found that HRIS has a significant positive impact on organisational performance.
11. **Parayitam and Desai (2019)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in the Indian manufacturing sector. The study used a sample of 160 employees and found that HRIS has a significant positive impact on organisational performance.
12. **Patil and More (2015)** conducted a quantitative study to investigate the impact of HRIS on organisational effectiveness in Indian manufacturing industries. The study used a sample of 300 employees and found that HRIS has a significant positive impact on organisational effectiveness.

13. **Shafique et al. (2021)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in the banking sector of Pakistan. The study used a sample of 357 employees and found that HRIS has a significant positive impact on organisational performance.
14. **Singh and Bhatnagar (2019)** conducted a quantitative study to investigate the impact of HRIS on organisational performance in Indian firms. The study used a sample of 229 employees and found that HRIS has a significant positive impact on organisational performance
15. **Ahmed and Ahmad (2012)** conducted a study to investigate the impact of HRIS on organisational performance in Pakistani firms. The study used a sample of 87 firms and found that HRIS has a significant positive impact on organisational performance.
16. **Al-Jabri and Al-Mamari (2012)** conducted a study to investigate the impact of HRIS on employee job satisfaction and organisational performance in Omani firms. The study used a sample of 105 employees and found that HRIS has a significant positive impact on employee job satisfaction and organisational performance.
17. **Chen and Huang (2009)** conducted a study to investigate the impact of HRIS on HRM in Taiwanese firms. The study used a sample of 275 firms and found that HRIS has a positive impact on HRM processes such as employee recruitment, training, and development.
18. **Lepak and Snell (2005)** conducted a study to investigate the impact of HRIS on HRM and organisational performance in US firms. The study used a sample of 134 firms and found that HRIS has a positive impact on HRM and organisational performance.
19. **Ngai et al. (2008)** conducted a study to investigate the impact of HRIS on HRM and organisational performance in Hong Kong firms. The study used

a sample of 167 firms and found that HRIS has a positive impact on HRM and organisational performance.

20. **Ruël et al. (2004)** conducted a study to investigate the impact of HRIS on HRM and organisational performance in Dutch firms. The study used a sample of 245 firms and found that HRIS has a positive impact on HRM and organisational performance.

CHAPTER 3

RESEARCH METHODOLOGY

3.1. RESEARCH METHODOLOGY

Research is an academic activity and as such the term should be used in a technical sense. According to Chifford Woody research comprises defining and redefining problems, formulating hypothesis or suggestions; collecting, organising and evaluating data; making deductions and reaching conclusions; and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis. Research methodology is a way to systematically solve the research problem. It is a plan of action for a research project and explains in detail how data are collected and analysed. This research study is a descriptive research study.

3.2. Research Design

A research design is the arrangement of conditions for collecting and analysing data in a manner that aims to combine relevance to the research purpose with economy in procedure. In fact, the research design is the conceptual structure within which research is conducted; it constitutes the blueprint for the collection, measurement and analysis of data.

This research design is a plan that specifies the objectives of the study, method to be adopted in the data collection, tools in data analysis and hypothesis to be framed. The design used for studying the organisation culture is descriptive research.

Descriptive Research

Descriptive research is defined as a research method that describes the characteristics of the population or phenomenon studied. This methodology focuses more on the “what” of the research subject than the “why” of the research subject.

The descriptive research method primarily focuses on describing the nature of a demographic segment, without focusing on “why” a particular phenomenon occurs. In other words, it “describes” the subject of the research, without covering “why” it happens.

3.3 Source of Data

Data collection

The study made use of both primary data and secondary data. Survey method is used to collect the data.

Primary Data

Primary Data were collected by framing a questionnaire

A set of questionnaires were prepared and questionnaires in Google form were circulated to the selected public to know their views.

Secondary Data

Secondary Data was collected through the books, articles, newspapers and journals.

3.4 Questionnaire Development

This research has Multiple Choice Questions

Confidentiality

It was assured that the data sought from the organisations will be kept confidential and no information related to the participants or the organisation will be used other than that of the academic and empirical objectives; thus, no breach of confidentiality will take place.

SAMPLING DESIGN

Sampling Method

Units included in the sample are selected according to the convenience of the investigator. In a few situations, samples are chosen randomly. Convenience sampling was adopted for collecting the data from the respondents.

3.5 Sampling Size

The sample size is 107 and samples are selected randomly and also as per the convenience of the researcher.

3.6 Period of the study

The study is taken for one month

CHAPTER - 4

DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Analysis means the computation of certain indices or measures alone with searching for patterns of relationship that exist among the data groups. It is the critical examination of the assembled and grouped data for studying the characteristics of the object under study and for determining the patterns of relationships among the variables relating to it. The data collected seems to explain what has been observed by the researchers in the course of study and provides as a theoretical conception.

In this chapter analysis and interpretation of data is presented. The data is collected through a structured questionnaire. The data is set in terms of objectives set and are following the analysis and interpretation of data as obtained from respondents.

In this method the frequencies of various factors are tabulated and the percentage for each value with respect to the total is found out. They are presented pictorially by way of graphs in order to have better understanding.

Percentage of respondent = $\text{No. of respondents} \times 100 / \text{Total no. of respondents}$

Table no: 4.1.1: Showing Age of the Respondents

S.no	Particulars	No. of respondents	Percentage of respondents
1	Less than 25 years	49	31.8%
2	25-40 years	56	52.3%
3	40-60 years	13	12.1%
4	60 years above	4	3.8%
	Total	107	100%

Source :Primary Data

1. What is your age?

107 responses

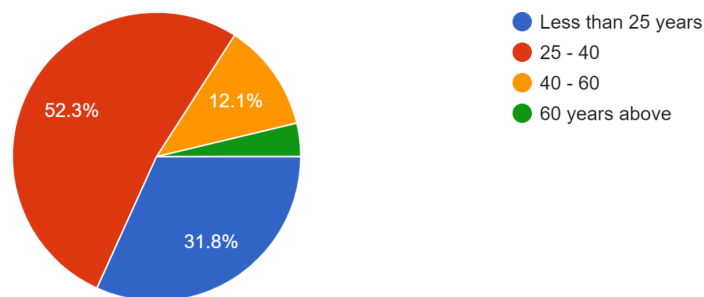


Chart 4.1.1 Showing Age of the Respondents

Interpretation:

The above table and chart show the data of age and it is interpreted that the respondents are female in 29% and male in 71%. The male respondents are the highest majority in this survey.

Table 4.1.2: Showing Gender of the Respondents

S.no	Particulars	No. of respondents	Percentage of respondents
1	Male	76	71%
2	Female	31	29%
	Total	107	100%

Source: Primary Data

2. What is your gender?

107 responses

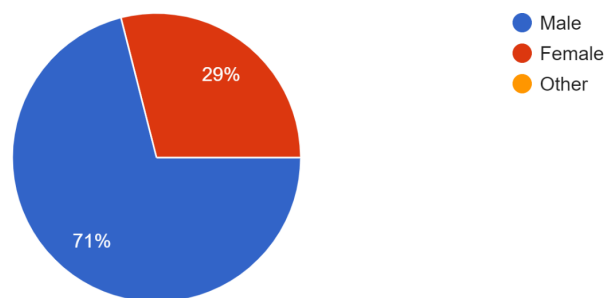


Chart 4.1.2 Showing Gender of the Respondents

Interpretation:

The above table and chart show the data of Gender and it is interpreted that the respondents are 29% in female and 71% in male. The male respondents have the highest majority in the survey data.

Table 4.1.3: Showing Highest level of education completed of the Respondents

S.no	Particulars	No. of respondents	Percentage of respondents
1	High school diploma	2	1.8%
2	Bachelor's degree	45	42.1%
3	Master's degree	54	50.5%
4	Doctorate degree	13	5.6%
	Total	107	100%

Source: Primary data

3. What is your highest level of education completed
107 responses

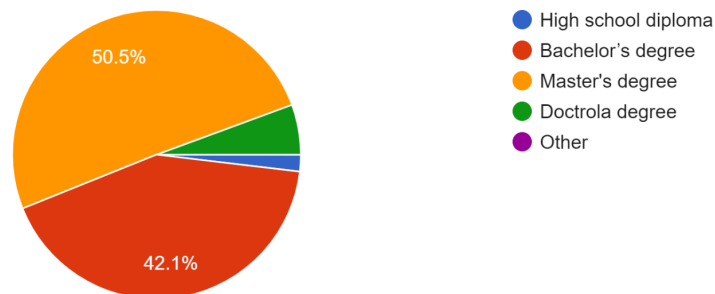


Chart 4.1:3 Showing Highest level of education completed of the Respondents

Interpretation:

The above table and chart show the data of highest level of education completed and it is interpreted that the respondents are 42.1% bachelor's degree, 50.5% Master's Degree, 5.6% Doctorate degree, 1.8% high school diploma . Bachelor's Degree respondents is the highest majority in this survey.

Table 4.1:4: Showing Job position of the Respondents

S.no	Particulars	No. of respondents	Percentage of respondents
1	Entry-level employee	14	13.2%
2	Middle-level employee	43	40.2%
3	Senior-level employee	30	28%
4	HR staff	12	11.2%
5	HR manager	7	6.5%
6	HR Director	1	1%
	Total	107	100%

Source: Primary data

4. What is your job position in your organisation?

107 responses

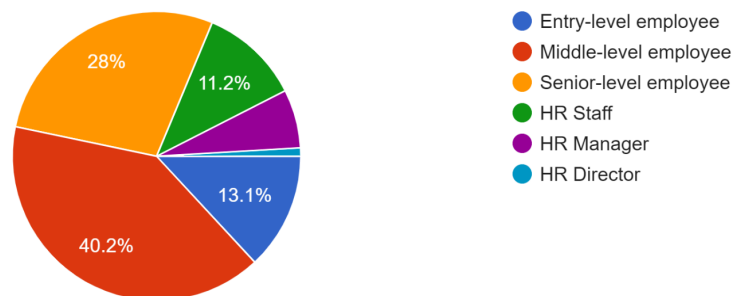


Chart 4.1.4: Showing Job position of the Respondents

Interpretation:

The above table and chart show the data of Job position in the organisation, and it is interpreted that the respondents are 40.2 of middle level employees, 11.2% of HR staff, 13.2% of entry level employee, 28% of senior level employee, 6.5% of HR manager and 1% of HR Director. The middle level employee are the highest

majority respondents of our survey.

Table 4.1.5: Showing Work Experience of the Respondents

S.no	Particulars	No. of respondents	Percentage of respondents
1	Less than 1 year	27	25.2%
2	1-3 years	57	53.3%
3	4-10 years	18	16.8%
4	More than 10 years	5	4.7%
	Total	107	100%

Source: Primary data

5. How long have you been working in your current organisation

107 responses

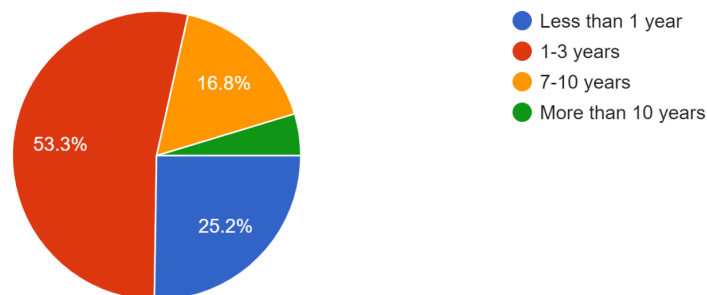


Chart 4.1.5: Showing Work Experience of the Respondents

Interpretation:

The above table and chart show the data of how long people have worked in their current organisation and it is interpreted that 53.3% have been working from 1-3 years, 25.2% working less than a year, 16.8% working from 4-10

years and 4.7% more than 10 years. People working from 1-3 years is the highest majority respondents of this survey.

Table 4.1.6 Showing Usage of Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	7	6.5%
2	Agree	55	51.4%
3	Neutral	44	41.1%
4	Disagree	1	1%
5	Strongly disagree	0	0
	Total	107	100%

Source: Primary data

6. The Human Resource information system is easy to use
107 responses

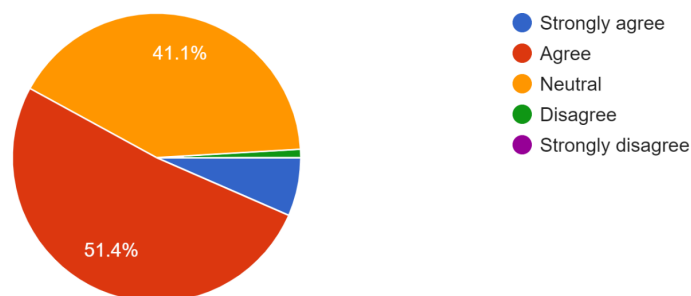


Chart 4.1.6 Showing Usage of Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system is easy to use and it is interpreted that 51.4% of the respondents agree

that it is easy to use, 41.1% are neutral, 6.1% strongly agree and 1% disagree and there's no for strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.7 Showing Reduction of Human Resource Information System Working Hours

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	49	14%
2	Agree	49	45.8%
3	Neutral	42	39.3%
4	Disagree	1	0.9%
5	Strongly disagree	0	0
	Total	107	100%

Source: Primary data

7. The Human Resource information system reduce HR working hours?

107 responses

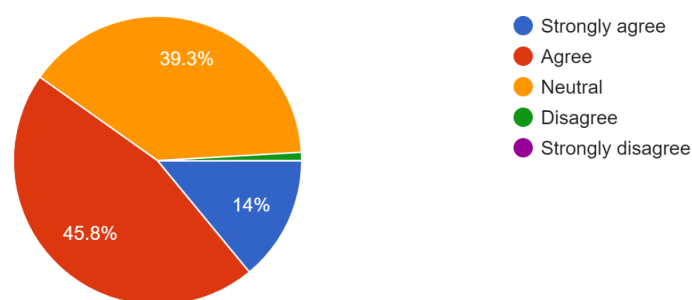


Chart 4.1.7 Showing Reduction of Human Resource Information System Working Hours

Interpretation:

The above table and chart show the data of the Human Resources information

system Reduce HR working hours and it is interpreted that 39.3% of the respondents are neutral, 45.8% agree , 14% strongly agree and 0.9% disagree and there is no for disagree in the survey. The respondents from Neutral have the highest majority in this survey.

Table 4.1.8 Showing performances of Human Resource Information System.

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	17	15.9%
2	Agree	49	45.8%
3	Neutral	40	37.4%
4	Disagree	1	0.9%
5	Strongly disagree	0	0
	Total	107	100%

Source: Primary data

8. The Human Resource information system performance well?
107 responses

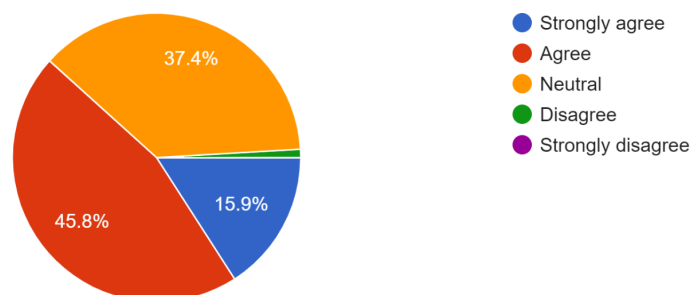


Chart 4.1.8 Showing performances of Human Resource Information System.

Interpretation:

The above table and chart show the data of Human Resources information system performs well and it is interpreted that 45.8% of the respondents agree, 37.4% are neutral, 15.9% strongly agree and 0.9% disagree and there is no for strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.9 Showing efficiency of Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	14	13.1%
2	Agree	57	52.3%
3	Neutral	32	29.9%
4	Disagree	4	3.7%
5	Strongly disagree	1	0.9%
	Total	107	100%

Source: Primary data

9. The Human Resource information system has improved the efficiency of HR processes?

107 responses

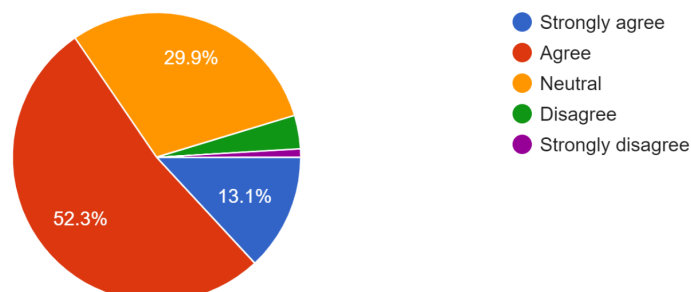


Chart 4.1.9 Showing efficiency of Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved the efficiency of HR processes and it is interpreted that 52.3% of the respondents agree, 29.9% are neutral 13.1% strongly agree 0.9% strongly disagree and 3.7% disagree in the survey. The respondents from Agree have the highest majority in this survey.

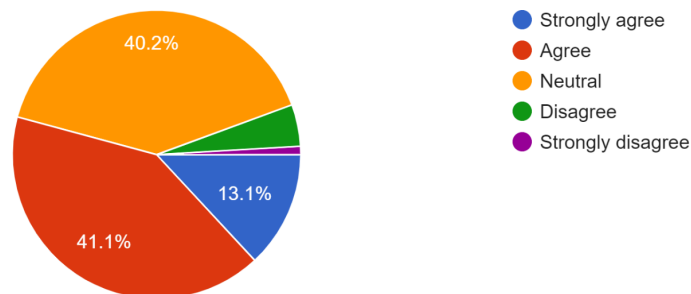
Table 4.1.10 Showing Human Resource Information System data accuracy and reliability

S.no	Particulars	No of respondents	Percentage of respondents
1	Strongly Agree	14	13.1%
2	Agree	44	41.1%
3	Neutral	43	40.2%
4	Disagree	5	4.7%
5	Strongly disagree	1	0.9%
	Total	107	100%

Source: Primary data

Chart 4.1.10 Showing Human Resource Information System data accuracy and reliability

10. The Human Resource information system has improved data accuracy and reliability?
107 responses



Interpretation:

The above table and chart show the data of Human Resources information system has improved data accuracy and reliability and it is interpreted that 41.1% of the respondents agree, 40.2% are neutral, 13.1% strongly agree, 4.7% strongly disagree and 0.9% disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.11 Showing Decision Making Process of Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	15	14%
2	Agree	50	46.7%
3	Neutral	39	14%
4	Disagree	2	1.9%
5	Strongly disagree	1	0.9%
	Total	107	100%

Source: Primary data

11. The Human Resource information system has improved the decision-making process in HR?
107 responses

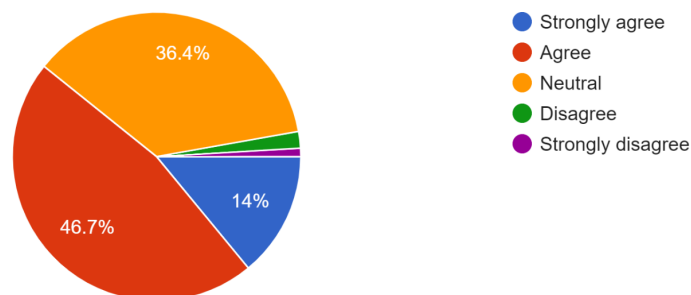


Chart 4.1.11 Showing Decision Making Process of Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved the decision – making process in HR and it is interpreted that 46.7% of the respondents agree, 36.4% are neutral, 14% strongly agree, 0.9% strongly disagree and 1.9% disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.12 Showing employee satisfaction with HR services.

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	11	10.3%
2	Agree	44	41.1%
3	Neutral	44	41.1%
4	Disagree	44	5.6%
5	Strongly disagree	2	1.9%
	Total	107	100%

Source: Primary data

12. The Human Resource information system has increased employee satisfaction with HR services?

107 responses

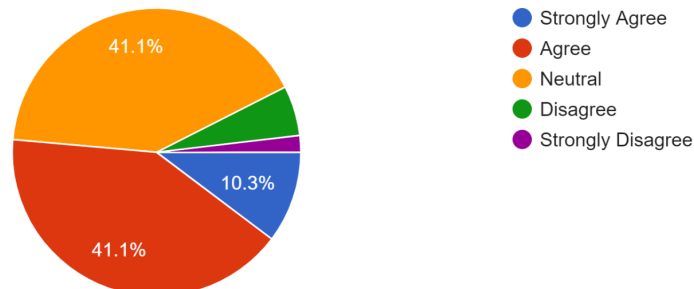


Chart 4.1.12 Showing employee satisfaction with HR services.

Interpretation:

The above table and chart show the data of Human Resources information system has increased employee satisfaction with HR services and it is interpreted that 41.1% of the respondents agree, 41.1% are neutral, 10.3% strongly agree, 5.6% strongly disagree and 1.9% disagree in the survey. The respondents from Agree and Neutral have the highest majority in this survey.

Table 4.1.13 Showing HR administrative workload.

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	15	14%
2	Agree	50	46.7%
3	Neutral	37	34.6%
4	Disagree	4	3.7%
5	Strongly Disagree	1	0.9%
	Total	107	100%

Source: Primary data

13. The Human Resource information system has reduced HR administrative workload?

107 responses

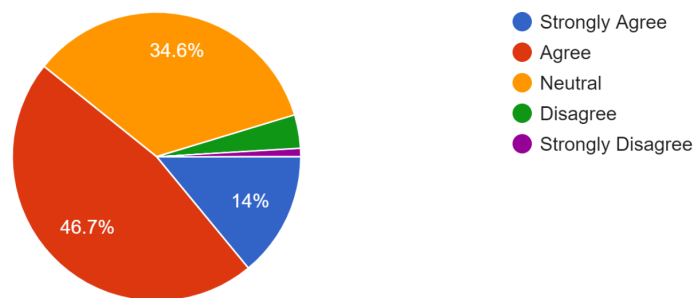


Chart 4.1.13 Showing HR administrative workload.

Interpretation:

The above table and chart show the data of Human Resources information system has reduced HR administrative workload and it is interpreted that 46.7% of the respondents agree, 34.6% are neutral, 14% strongly agree, 3.7% strongly disagree and 0.9% disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.14 Showing monitor and analyse workforce trends in Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	8	7.5%
2	Agree	56	52.3%
3	Neutral	39	36.4%
4	Disagree	4	3.7%
5	Strongly Disagree	0	0
	Total	107	100%

Source: Primary data

14. The Human Resource information system has improved HR's ability to monitor and analyse workforce trends?

107 responses

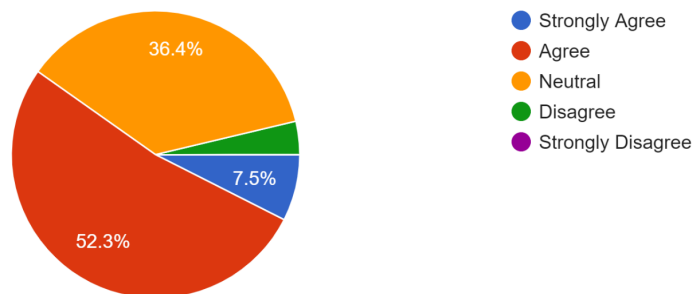


Chart 4.1.14 Showing monitor and analyse workforce trends in Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved HR's ability to monitor and analyze workforce trends and it is interpreted that 52.3% of the respondents agree, 36.4% are neutral, 7.5% strongly agree and 3.7% disagree and there is no for strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.15 Showing communication between HR and employees

S.no	Particulars	No.of respondents	Percentage of respondents
1	Strongly Agree	11	10.3%
2	Agree	46	43%
3	Neutral	46	43%
4	Disagree	3	2.8%
5	Strongly Disagree	1	0.9%
	Total	107	100%

Source: Primary data

15. The Human Resource information system has improved communication between HR and employees?

107 responses

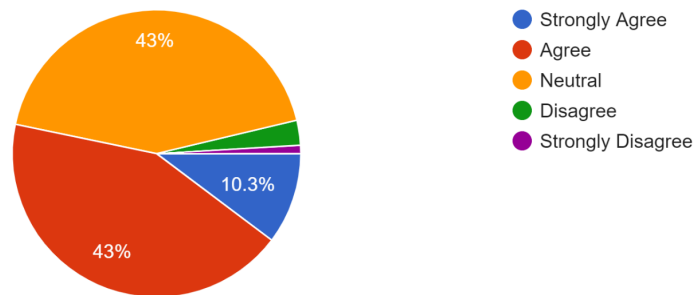


Chart 4.1.15 Showing communication between HR and employees

Interpretation:

The above table and chart show the data of Human Resources information system has improved communication between HR and employees and it is interpreted that 43% of the respondents agree, 44% are neutral, 10.3% strongly agree, 2.8% disagree and 0.9% strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.16 Showing the employee issues in Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	11	10.3%
2	Agree	46	43%
3	Neutral	47	43.9%
4	Disagree	3	2.8%
5	Strongly Disagree	0	0
	Total	107	100%

Source: Primary data

16. The Human Resource information system has improved HR's ability to identify and address employee issues?

107 responses

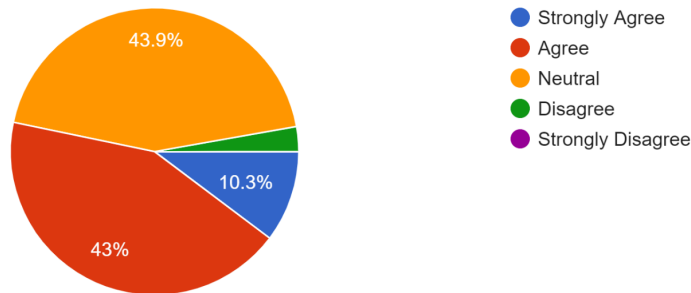


Chart 4.1.16 Showing the employee issues in Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved Hr's ability to identify and address employee issues and it is interpreted that 43%% of the respondents agree, 43.9% are neutral, 10.3% strongly agree, 2.8%disagree and there is no for strongly disagree in the survey.

The respondents from Neutral have the highest majority in this survey

Table 4.1.17 Showing employee training and development in the Human Resource Information System

S.no	Particulars	No.of respondents	Percentage of respondents
1	Strongly Agree	7	6.5%
2	Agree	43	51.4%
3	Neutral	55	40.2%
4	Disagree	1	0.9%
5	Strongly Disagree	1	0.9%
	Total	107	100%

Source: Primary data

17. The Human Resource information system has improved HR's ability to manage employee training and development?

107 responses

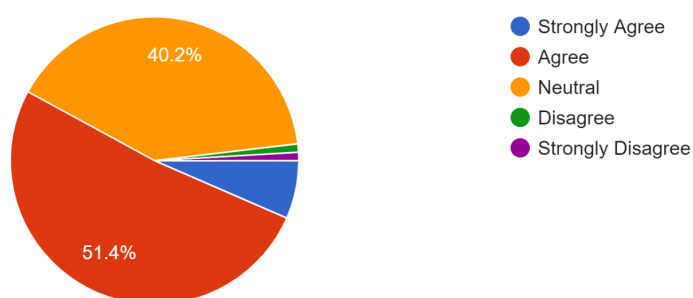


Chart 4.1.17 Showing employee training and development in the Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved Hr's ability to manage employee training and development and it is interpreted that 51.4% of the respondents agree, 40.2% are neutral, 6.5% strongly agree, 0.9% disagree and 0.9% strongly disagree in the survey. The respondents from Strong Agree have the highest majority in this survey.

Table 4.1.18 Showing employee performance managed in Human Resource Information System

S.no	Particulars	No. of respondents	Percentage of respondents
1	Strongly Agree	7	6.5%
2	Agree	55	51.4%
3	Neutral	41	38.3%
4	Disagree	3	3.2%
5	Strongly Disagree	1	0.9%
	Total	107	100%

Source: Primary data

18. The Human Resource information system has improved HR's ability to manage employee performance?

107 responses

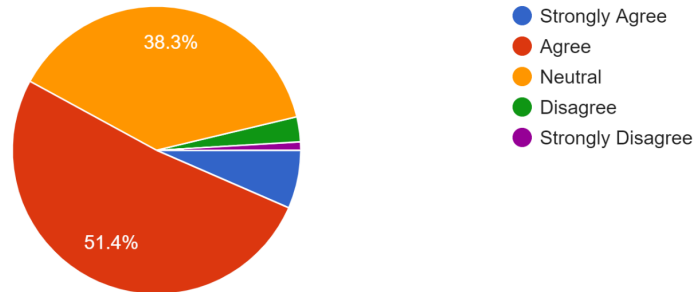


Chart 4.1.18 Showing employee performance managed in Human Resource Information System

Interpretation:

The above table and chart show the data of Human Resources information system has improved Hr's ability to manage employee performance and it is interpreted that 51.4% of the respondents agree, 38.3% are neutral, 10.3% strongly agree, 3.2% disagree and 0.9% strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.19 Showing legal and regulatory requirements in Human Resource information system

S.no	Particulars	No.of respondents	Percentage respondents of
1	Strongly Agree	11	10.3%
2	Agree	53	49.5%
3	Neutral	34	31.8%
4	Disagree	9	8.4%
5	Strongly Disagree	0	0
	Total	160	100%

Source: Primary data

19. The Human Resource information system has improved HR's ability to comply with legal and regulatory requirements?

107 responses

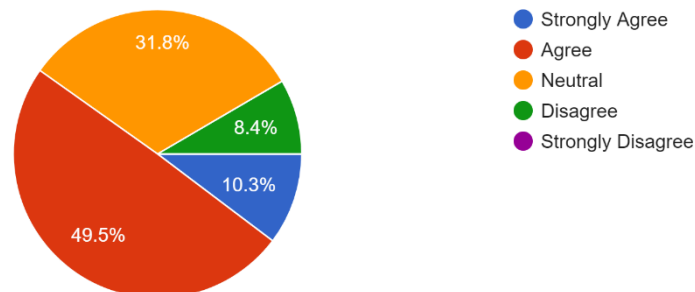


Chart 4.1.19 Showing legal and regulatory requirements in Human Resource information system

Interpretation:

The above table and chart show the data of Human Resources information system has improved Hr's ability to comply with legal and regulatory requirements and it is interpreted that 49.5% of the respondents agree, 31.8% are neutral, 10.3% strongly agree and 8.4% disagree and there is no for strongly disagree in the survey. The respondents from Agree have the highest majority in this survey.

Table 4.1.20 Showing the needs of the organisation the Human Resource information system

S.no	Particulars	No.of respondents	Percentage of respondents
1	Strongly Agree	14	13.1%
2	Agree	50	46.7%
3	Neutral	39	36.4%
4	Disagree	4	3.7%

5	Strongly Disagree	0	0
	Total	107	100%

Source: Primary data

20. The Human Resource information system has improved HR's ability to meet the needs of organisations?

107 responses

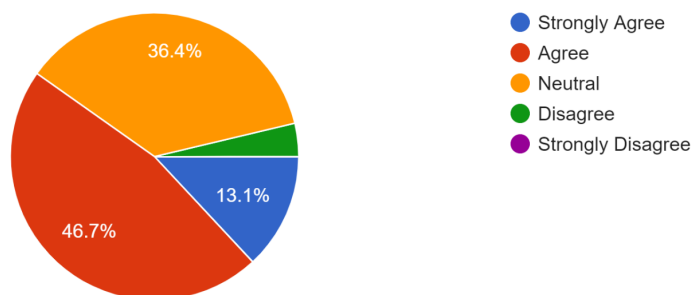


Chart 4.1.20 Showing the needs of the organisation the Human Resource information system

Interpretation

The above table and chart show the data of Human Resources information system has improved Hr's ability to meet the needs of the organisation and it is interpreted that 46.6% of the respondents agree, 36.4% are neutral, 13.1 % strongly agree and 3.7% disagree and there is no for strongly disagree in the survey. The respondents from Agree have the highest majority in this survey

4.2.HYPOTHESIS TESTING

4.2.1 CORRELATION

➔ Correlations

[DataSet0]

Descriptive Statistics

	Mean	Std. Deviation	N
working_hours	2.44	.652	160
work_load	2.35	.646	160

Correlations

		working_hours	work_load
working_hours	Pearson Correlation	1	.570**
	Sig. (2-tailed)		<.001
	N	160	160
work_load	Pearson Correlation	.570**	1
	Sig. (2-tailed)	<.001	
	N	160	160

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

Inference:

Based on the given correlation, there is a positive and significant correlation between working hours and workload ($r=0.570$, $p<0.01$). This means that HRIS software reduces the workload and Working hours for HR

CHAPTER 5

FINDINGS,SUGGESTIONS AND CONCLUSION

5.1.FINDINGS

- Majority(52.3%) of the respondents are 25-40 years
- Majority(71%) of the respondents are male
- Majority(50.5%) of the respondents are Bachelor's Degree
- Majority(40.2%) of the respondents are Middle-level Employees
- Majority(53.3%) of the respondents are having work experience of 1-3 years
- Majority(51.4%) of the respondents are agree Human Resource Information System is easy to use
- Majority(45.8%) of the respondents are agree about Human Resource Information System reduce HR working Hours
- Majority(45.8%) of the respondents are agree human Resource Information System performs well
- Majority(52.3%) of the respondents are agree for human Resource Information System has improved the efficiency of HR processes
- Majority(41.1%) of the respondents are agree about human Resource Information System has improved data accuracy and reliability
- Majority(46.7%) of the respondents are agree for human Resource Information System has improved the decision-making process in HR
- Majority(41.1%) of the respondents are agree as well as neutral for human Resource Information System has increased employee satisfaction with HR services
- Majority(46.7%) of the respondents are agree Human Resource Information System has reduced HR administrative workload
- Majority(52.3%) of the respondents are agree for human Resource Information System has improved HR's ability to monitor and analyse workforce trends
- Majority(43%) of the respondents are agree as well as neutral for Human

Resource Information System has improved communication between HR and employees

- Majority(43.9%) of the respondents are neutral about human Resource Information System has improved HR's ability to identify and address employee issues
- Majority(51.4%) of the respondents are agree Human Resource Information System has improved HR's ability to manage employee training and development
- Majority(51.4%) of the respondents are agree for human Resource Information System has improved HR's ability to manage employee performance
- Majority(49.5%) of the respondents are agree about human Resource information system has improved HR's ability to comply with legal and regulatory requirements
- Majority(46.7%) of the respondents are agree about Human Resource information system has improved HR's ability to meet the needs of the organisation

5.2 SUGGESTIONS

1. Measure the impact of HRIS on HR processes such as recruitment, training and development, performance management, and employee engagement.
2. Evaluate the accuracy, completeness, and reliability of HR data before and after the implementation of HRIS.
3. Measure employee satisfaction with HR services before and after the implementation of HRIS, using metrics such as response times, accessibility, and quality of service.
4. Assess the impact of HRIS on compliance with legal and regulatory requirements, such as data privacy and equal opportunity employment.

5.3. LIMITATIONS OF STUDY

- Respondents refused at times to declare all information required stating organisational confidentiality policy.
- It was a challenge to clarify any doubts regarding the response to the respondents as they were all professionals running tight schedules.
- As the data is collected from the PROCHANT INDIA LIMITED, this result cannot correlate to the entire industry
- As it was not possible to visit each department the true picture of working conditions could not be judged.
- The workers were busy with their work therefore they could not give enough Time for the interview. Some of the respondents didn't respond to the questions which may affect the Analysis.
- The personal biases of the respondents might have entered into their response.

5.4. CONCLUSION

The implementation of HRIS has had a significant impact on HR processes, improving efficiency, accuracy, and employee satisfaction. The study findings suggest that HRIS has reduced HR administrative workload, improved data accuracy and reliability, and improved HR's ability to manage employee training and development, performance, and overall effectiveness. The HRIS has also improved communication between HR and employees and increased HR's ability to comply with legal and regulatory requirements

Based on this research and current trends and advancements in HR technology, it is likely that the use of HRIS will reduce the need for HR personnel in the future. As HRIS becomes more advanced and can handle more HR processes, HR professionals may be required to focus more on strategic planning and decision-making, rather than routine administrative tasks.

However, it is important to note that HRIS cannot completely replace the need for HR personnel. While HRIS can handle many routine tasks, HR professionals are still needed to provide guidance, support, and personal interaction with

employees. Additionally, HR professionals are needed to interpret data and make decisions based on the insights generated by HRIS.

Therefore, the implementation of HRIS can lead to a shift in the role of HR professionals, rather than a complete elimination of their role. As organisations continue to adopt HRIS, HR professionals will need to adapt and develop new skills to remain relevant and valuable in the evolving HR landscape

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QUESTIONNAIRE

1. What is your age?
 - less than 25 years
 - 25-40
 - 40-60
 - 60 years above
 -
2. What is your gender?
 - Male
 - Female
3. What is your highest level of education completed?
 - High school diploma
 - Bachelor's degree
 - Master's degree
 - Doctoral degree
 - Other
 -
4. What is your job position in the organisation?
 - Entry-level employee
 - Middle-level employee
 - Senior-level employee
 - HR staff
 - HR manager
 - HR director
5. How long have you been working in your current organisation?
 - Less than 1 year
 - 1-3 years
 - 4-6 years

- 7-10 years
- More than 10 years

Likert Scale Questions:

1. The Human Resource information system is easy to use

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

2. The Human Resource Information System Reduce HR Working Hours?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
-

3. The Human Resource Information System performs well.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
-

4. The Human Resource Information System has improved the efficiency of HR processes.

- Strongly agree
- Agree
- Neutral
- Disagree

- Strongly disagree

5.The Human Resource Information System has improved data accuracy and reliability

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

•

6. The Human Resource Information System has improved the decision-making process in HR

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

•

7. The Human Resource Information System has increased employee satisfaction with HR services

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

8. The Human Resource Information System has reduced HR administrative workload.

- Strongly agree

- Agree
- Neutral
- Disagree
- Strongly disagree

9. The Human Resource Information System has improved HR's ability to monitor and analyse workforce trends

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

10. The Human Resource Information System has improved communication between HR and employees

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. The Human Resource Information System has improved HR's ability to identify and address employee issues

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

12. The Human Resource Information System has improved HR's ability to manage employee training and development

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

13. The Human Resource Information System has improved HR's ability to manage employee performance

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

14. The Human Resource information system has improved HR's ability to comply with legal and regulatory requirements.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

15. The Human Resource information system has improved HR's ability to meet the needs of the organisation

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

