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Development and application of human resource management information system

Ren Chuan Ko*

Assistant Professor, Department of Tourism Management Shih Chien University
Doctoral student, Business School of Central South University, Management Science
And Engineering Department of Marketing And Tourism Management

ABSTRACT

The human resources management information system (HRIS), refers to a composed module with internal links, to system to collect, processing, storage and release of human resource management information, the system can provide the human resource management activities of an organization to provide decision-making, coordination, control, analysis and the visualization of such support. Based on the situation of human resources management and program implementation, the application of information system development and design are introduced, the development prospect of the trend of human resource management information system.

KEYWORDS

Human resource management information system; Development; Application; Design.



THE APPLICATION OF HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM

Information work in foreign enterprises relatively early, human resources management software applications are more common, and the degree of integration with other enterprise information system is relatively high. At present the foreign ERP manufacturer with advanced technology and management concepts have to seize the domestic market, such as SAP, Oracle, PeopleSoft of the three big famous enterprise application software suppliers, human resources management system were implemented in the financial services industry, communication and high-tech industries and other fields. Modern human resources management concept originated in the west, so foreign human resources management software comprehensively embodies these theories and ideas. On the other hand, the technical architecture of foreign human resources management software uses more advanced system open and extensible better, realize the business process integration between human resources management system and other business information system. The advanced management ideas and information technology combined mode, promote foreign enterprise human resource management to a strategic height^[1].

In recent years, human resource management in domestic software has been considerable development, and have a certain scale, but in the application of large enterprises is still unsatisfactory, and not with the foreign software vendors compete. Domestic human resources management software started late, early versions of main management basic personnel information, some higher version began to relate to the concept of modern human resources management. Compared with the foreign software, the domestic human resources management software has certain advantages embodied in the regulations of Chinese national conditions and personnel policy.

With the increasingly fierce market competition, enterprise competition essence is the competition of human resources. Human resources are the most valuable resource of enterprise, is the lifeline of enterprises ". Therefore, how to achieve the benefits of enterprises, human resources and work well; how to do the things before, people make the best use; how to also take into account the enterprise staff's demand in enterprise benefits at the same time; how can the rapidly changing times that enterprises and social environment, and deal with change of human resource issues. These are important problems to be solved in our country enterprise, therefore, in the current network environment, should strengthen the use of information technology in human resource management, the implementation of human resource management information system, and the function framework of more in-depth study.

THE DESIGN IDEA OF APPLICATION AND DEVELOPMENT OF HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM

The organic combination of the use of information technology and management technology, can make human resource management personnel free out from the heavy day-to-day work, in the complicated and changeable environment at ease.

To improve the efficiency of human resource management. The communication link between the simplified business departments, enhance communication efficiency and work efficiency. Through the unit of business process with information, to achieve the effective control of the business process management, optimize resource allocation and cost, improve the company resources comprehensive application ability, the realization of the overall strategic target of the company group operation, fine management, intensive development.

The realization of data sharing, guarantee unique data. Human resource management information system can use the database will be comprehensive information, organically, the integration of distributed information sources, data sharing through computer network, to ensure compatibility and data uniqueness information.

To establish the standard of data interface of general. On the basis of the data on the system specification of national human resources coding standard, unified data exchange standards, the establishment of external data interface of human resources management system, to meet the other management system and management data requirements^[2].

DESIGN AND IMPLEMENTATION OF HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM

The Design Target Of The System

Building reflects the thoughts and concepts of modern human resources management, human resources in the business process as the main line, the implementation of human resource efficient business application complete. To achieve the company human resources management network, process oriented, intensive management, improve the management level and work efficiency of human resources, the implementation of human resource management of the echelon.

Total company level company to establish system of centralized, unified, complete human resources information database, dynamic exchange to achieve the company's human resources information and real-time updates, comprehensive query, achieve the company human resources information of multidimensional analysis and forecasting, to provide effective support for the development of human resources and strategic human resource planning.

The establishment of the company's human resources service application function specification of the subsidiary level, comprehensive coverage of organization, position system, personnel information, education and training, salary management, performance evaluation and other human resources of the business, the introduction of advanced management concept of human resources, and job analysis, personnel selection, performance appraisal and management means, the Yuri Ko company management features, human resource planning and development mechanism of the formation of the staff training,

assessment, allocation, rewards and punishments and other organic fusion, standardize the work of human resources management, improve human resource tube

Physical performance, scientific, standardized management to achieve the company's human resources service.

The Architecture Of The System

The three layer structure model based on human resources, business applications is a complex enterprise applications, its main characteristics are: a large amount of data, a large number of users, the complexity of business logic, to the system reliability, availability, performance requirements are very high. Human resource is the full participation of the business application system, user quantity is big, wide distribution. The three layer system structure than the traditional client / server structure has better scalability and flexibility.

The technical Route Of System

Using J2EE technology, the J2EE platform provides a component based approach to design, development, assembly and deployment of enterprise applications. The J2EE platform provides a multilayer distributed application model, reusable components, consistent security model and flexible transaction control. At the same time ensuring platform independent, component based J2EE solutions and not being tied to any one vendor products and API.

The Characteristics Of system Function Description

Organization management. The realization of the management organization of multi dimension and multi-level, organizations providing information maintenance, statistical analysis, through different operating permissions settings, processing organizations new, merger, undo operations, organization chart history and support save the output of microstructure evolution of intuitive, diversity^[3].

Staff management. Information recording to achieve staff from the information change into the enterprise leave until all HR activities of enterprises that have occurred in the results, as well as on employee turnover process management, including: induction and becomes, change, turnover and a series of personnel work. Include: basic information management, personnel management, resume management, personnel changes in the personnel report printing, labor contract management, resume management, technology education qualification management, expert management etc..

Cadre management. Mainly on the basic information of the unit cadres, cadres or situation as well as the reserve cadres training, comprehensive management promotion etc.. Include: basic information management, appointment of cadres management, mothball cadre management, technology management, cadres management allowance.

Archives management. Number and number of system records staff records, the realization of the staff files, archives classification directory, file access, borrowing and the destruction of other management work, you can print a variety of forms of archives report.

The wages management. The system provides to the enterprise staff salary standard setting, the staff wages grading, salary adjustment, salary payment. The payment of wages to support the banks on behalf of, on behalf of the data provides an output function. According to company policy, set up and calculated as annual leave, leave, sick leave, marriage leave, funeral leave and other paid holidays and late, leave early, absenteeism and other forms to the payroll deduction, save the whole salary history information for query and report generation. The design process using the report to the examination and approval, implementation of payroll service processing. Issued after the end of the wage data can generate individual and unit to wages, can form output, can record the account. Including: staff information maintenance and attendance management, wage management, changes in wages, bonus management, department management etc..

Education and training. The realization of professional skills identification information maintenance, query, statistical functions, and training for the work involved in the curriculum, resources, channels, lecturer, cost classification management related information. Complete all kinds of report forms statistic and analysis function. Including: identification of occupational skills, training record management, education and training statistics.

HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEM DEVELOPMENT AND APPLICATION PROGRAM

The specific steps are divided into three stages: the stage of investigation analysis, preparation stage, implementation stage system.

Investigation And Analysis On The Stage

The overall planning and design analysis of the research project preparation stage, plan, plan, gradually advance.

First, the design of organization framework. (1) the establishment of sketch human resource management frame construction enterprises; (2) establish a sound enterprise organization management system framework sketches^[4].

Second, market research and analysis, data collection. (1) internal job market research. According to the organization, the existing post of duty, design of questionnaire, the work of various departments collect information, make the base of investigation and analysis. (2) the investigation and analysis of enterprise internal compensation. (3) the regional industry market research conducted outside the enterprise. The key to collect compensation information, write the salary survey report, determine the enterprise external competitive positioning.

Third, draft the system scheme. (1) the establishment of enterprise salary scheme. According to the job description, of job evaluation, to determine the position of the level, so as to determine the wage level, at the same time according to the salary survey report market level, the design of the new funding scheme (base salary) part of the draft. (2) the performance appraisal scheme compiling. According to the job description, analysis of the annual work targets set for each position, realize the goal of management, determine the performance evaluation standards, staff appraisal approach for the preparation, in order to determine the bonuses, promotion criteria.

Fourth, revise and improve the draft. Other content to establish and improve the company's human resource planning, human resource information system, recruitment, training and development program planning, staff incentives, personnel adjustment system, employee welfare plans, labor contract and the human resources of the draft.

Compiling system stage

(1) the overall planning. According to the enterprise strategic target, determine the human resources management system framework; the preparation of organization of human resources management system; to establish a comprehensive human resources management system. (2) the preparation of job analysis and job description. According to the first phase of work information data collection, analysis of series of analysis and synthesis of human resource based management ability, to discover job responsibilities and authorities, working content, working procedures and methods, the implementation of standards, qualifications and other information down to record the text form, prepare job description, for management personnel the use of. (3) different positions should adopt different salary structure, such as the management of personnel, administrative personnel, production and technical personnel should use different post salary system. (4) the preparation of performance appraisal management scheme. To distinguish between different post standard, confirm the key performance indicators; further verification of the theory of key performance indicators, and determine the performance indicators system; revision of performance management index system, perfecting. (5) the formulation of other supporting system.

The Implementation Stage, The Project Implementation System

This stage the need to formulate training plans to implement the system in the end, needs the enterprise aspects of HR departments actively cooperate with the adjustment of organization structure, according to the new system, adjust the employee compensation, the implementation of the new performance management system.

Specific approach is: first, in the senior management, unify understanding, eliminate resistance; second, middle management personnel training; third, the staff of the General Assembly convened, the new system to fully implement; finally, in the implementation process, found that the problem should be corrected in a timely manner.

THE DEVELOPMENT TREND OF HUMAN RESOURCE MANAGEMENT INFORMATION SYSTEM

From the development of technology of human resource management information system software of speaking, mainly in the following development trends:

Non Technical Character Of human Resources Workers Require Software Design As Simple As Possible, Easy To Use

As is known to all, engaged in technical work are often not good don't like dealing with people, the National People's Congress and the work in human resources are non technology character of people, most of them like dealing with people, don't like dealing with machine. Therefore, they do not want to use the energy input to research a software, they hope that the operation of the software is "silly" better, who haven't done enough good software, are often "short-lived" software, the former software users. If the job change, people often use after one term difficult, few units to two degrees to send "school".

Chinese human Resources Management System Of Exploration And Changes In The Requirements Of Software Can With Changeless Should.

At present, our country is in the transition period from traditional personnel management to human resources, human resources management from idea to action have undergone great changes, today may be used "point salary", might have to be changed to "post salary changes" wages tomorrow; today is used by 360 degrees check, tomorrow may be changed to KPI examination. This is for human resources management software presents a great challenge to software if not able to with the change and adaptation, then, the software will be no vitality.

Have Stronger Security, Maintainability And Reliability

Human resource management information system of data processing is very important, can not be free to access and change, so must be strictly controlled, effective protection to the data, to the illegal operation Du absolute data and prevent computer virus damage. When in use, the first user identification and identification, obtain computer right users to access control according to the scheduled user permissions, to ensure that users can only access he has the right to access data. System changes should be easy to operate, the system due to changes in demand and environment and the problems exposed in the delivery of the user's own, use, maintenance is inevitable for it, so in the whole process of system development, it is necessary to pay attention to the software maintainability. System in the event of failure or the input data is not reasonable in the circumstances, to have the high ability of anti-interference and fault control ability, so as to avoid the occurrence of stalled or damaged system and the impact of the work^[5].

Twenty-first Century is a more competitive century, market and pay more attention to technology, brand, service, management, information competition, competition in all walks of life will enter a higher level, on the one hand, fierce competition in the market has highlighted the importance of human resources in enterprises, human resource management of growing status; on the other hand this is for all to participate in the competition, the enterprise management level and competitiveness will be put forward higher requirements, in the introduction or establish new business ideas, then set up the new management mode, through the introduction of computer management to enterprise management strict, legal system, and enhance the market competitiveness of the enterprise, will become Chinese the vast majority of enterprises choice.

At present, the current situation of the human resources of the construction of our optimistic, in addition to some industries directly, in the organization of overseas background and "Haier" individual domestic enterprises, developed more mature few. Help professional institutions in some enterprises in the human resources management consulting or training, establish a set of management system, but because of "The climate does not suit one." and in the runtime is not up to the coordination of the subsystems, in order to improve the competitiveness of enterprises is still takes time. So the whole system of human resource management and also we need to establish and perfect constantly efforts.

To adapt to the development of information technology, human resource management of the information system requirements will become a powerful means for enterprise to improve the efficiency and level of human resource management, along with the market competition intensified, the national e-government and e-commerce, enterprise information system construction continues to improve, strengthen the position of human resource management, enterprises will be the installation and application of human resource management information more and more systems. Human resources management system will be the future of the enterprise human resources management an important change of means to adapt to the changing environment and the main trend of development.

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