

How would you evaluate an organization's hrims?

[Business](#), [Organization](#)



In modernize era, more and more technology has applied in business and management. Human resource information management system (HRIMS) is one of the applications used for managing people in organizations. However, to have the objective perspective, there could be a efficiency and practical review in organization's HRIMS. Therefore, this paper will have an overview about benefits and barriers of HRIMS, after that there will be the analysis the effect of HRIMS on organization's performance and job quality, and the value it brings to company.

At first, HIRMS is known as a informatics technology system in which the information is stored and analyzed for purpose of supplying the precise and oportune reports on the management in organizations (Raymond 2010). In addition, HRIS is another definition about technological application in human resource management that is more usually used. Raymond (2010) also quotes the poll of An Australian Human Resource Institute that a large number of firms used HIRMS for recruitment and performance appraisal.

HIRMS has a lot of advantages and one of them is cost reductions (Marler 2009; Bondarouk, Ruel and Heijden 2009). The companies which apply electronic human resource management can improve the communication between employees and also enhance the team work spirit. Besides that this system can help the staff increases the abilities and knowledge through the details of individual indicators and applying the adequate training (Boundarouk and Ruel 2009). Last but not least, HRIMS can provide the efficiency to the organizations (Marler 2009; Raymond 2010).

The managers and employees can catch the latest information timely to do work conveniently and quickly. On the other hand, HRMS also has a lot of barriers. According to Bondarouk, Ruel and Heijden (2009), the privacy of statistics should be concerned. Individual communications may cause the conflict between manager and staff, for example, a blog. Next, the security of the system is also the big problem. The accuracy of data is very important so that is necessary to protect HRIMS. Finally, Strohmeier (2007) mentions that the workstress is one of the issues of HRIMS.

All the analyzed figures and activities at the workplace noticed by employer are the pressure of employees. Sometimes, HRIMS makes the distrust in organizations (Strohmeier 2007). Thus, both strengths and weaknesses make the manager to consider how to apply HRIMS in the company. Next, there is the evidence, which proves that human resource management has an important influence on the performance of the organization (Jimenez-Jimenez and Sanz-Valle 2008) and a modern system can help human resource division reach good performance (Mishra and Akman 2010).

The first impact of electronic human resource management is the support for top management. When HRIMS is used reasonably, it can provide the powerful management tools for human resource and improve efficiency and strategy (Haines III and Lafleur 2008). In addition, employers can analyze staff profile, salary fund and market trend and give suitable and timely decisions (Reddick 2009). Besides that Reddick (2009) also emphasizes that

informatics technology system increases the relationship of human resource with other departments.

Because human resource division has the closely relation with others and HRIMS can help they communicate easily with less errors and support each other more effectively. Thus, performance of organization can used to evaluate the effectiveness and suitability of HRIMS. Furthermore, job quality is one of factor to evaluate organization's HRIMS. In fact, human resource management influences job quality including workenvironmentand individual development (Mitlacher 2008).

There are many researchers prove that the informatics technology application can enhance the acceptance and satisfaction of employees because of time saving and providing accuracy comments of their chief (Strohmeier 2007). In addition, employee can recognize their strengths and weaknesses and they would be directed to join development promotion training. As the result, right people in suitable position can help the quality of management (Altarawneh and Al-Shqairat 2010). Consequently, personnel is important part of company so job quality can used to assess HRIMS.

Finally, the value, which HRIM brings to the company, should be assessed. Initially, type of the system must be depended on the size of corporation. Altarawneh and Al-Shqairat (2010) find that the advantages and disadvantages of HRIMS are different based on whether the company large or small. As the result, the differences between big and small company are cost and risk of the application (Altarawneh and Al-Shqairat 2010). For example, Bondarouk, Ruel and Heijden (2009) indicate that small

organizations that have less five hundred employees prefer less cost and more flexible software.

Two of the successful systems are SAP and Oracle that are used by large market of organizations (Lee, Olson and Lee 2009). Furthermore, managers can consider the advantages of HRIMS. With this system, they can organize all departments effectively, control the information closely and improve the work environment. For instant, paying salary exactly, which required precisely data of staff is a trouble in some organizations (Valkig and Stigdon 2008). The system can uses data immediately with fewer errors to calculate the wage accurately.

Moreover, the executives can solve the barriers of HRIMS such as issuing company policy to help them to avoid legal problem (Raymond 2010) or enhancing the security measures. At last, managers should think about the friendliness of the system. They must consider the technology acceptance model which is useful and easy to use (Bondarouk, Ruel and Heijden 2009). Therefore, evaluating the value of the system can help the manager increase the benefit of HRIMS. Thus, in recent years, applying HRIMS in management is becoming more popular so the managers should have the overview of the effectiveness of this system on their organizations.

At first, there should be a evaluation of the benefits and the barriers of the system. Next, the impact on the performance of company is also considered. How the system supports management and how it connects different divisions together. In addition, job quality is one of the most important factors. Employers should mention the effect of HRIMS on work environment

and the personnel development of their staff. Lastly, the organizations should evaluate the value of the system. The accurately assessment would help the company to have the right strategy to develop.