Cost of implementation and time to adapt of hris

Business, Human Resources

One of the problems faced by an organization to run the Human Resource Information System is the monetary value to leverage and execution of the system. The organization may look forward to purchase new computer software for the system and it may cost expensive. Thus, it is a problem to purchase and implement the system as an organization does not prepare sufficient capital to purchase the software. Therefore, some organization may not upgrade their system to use Human resource information system. So, certain organization may not have the benefits to use the new system. HRIS system in the company are very important and it can also bring a lot of benefit to the company and help to reengineer the entire Human Resource (HR) function to work effectively and help the human resource department can use full phase of the HRIS advantage and the company can operate properly too.

Besides that, the challenge facing by the an organization is the time that employee and human resource department need to take to adapt the Human Resource Information System (HRIS). Although for the organization have already send the employee and director who in certain area of man being resource department to train to use the HRIS, but the employee and the human resource need to take time to adapt the new arrangement . Even if the employee and manager know how to use the organisation, it will not serve the company if they cannot perceive any benefits from its use. Besides that, some employees are not good in using computing device, they will take very long duration to adapt this new organization even they are trained employees. Not only that, by using the Human Resource Information System (HRIS) will help to reengineer the entire Human Resource (HR) function and

this also need take time for employees and director to adapt this system. Some of their company's HRIS system are lack tractability will cause the employees and managers use more time to adapt the system.

Lack of functional expertise in designingIn designing of Human Resource Information System (HRIS), an organization may faced some challenges as there are no functional expertise in designing it. HRIS is the latest technology used by the human resource department to operate their daily system to do job properly and efficiently but not a flexible system. Therefore, an organization need to hire an expertise to use the system in their company to keep maintain the system. By having an expertise, hazard hacking or theft couldn't hack the system easily. Besides that, the HRIS cannot solve the difficult situation and sometime the system will solve wrong job because of the lack of functional expertness in designing of HRIS, but by upgrading the system from time to time may decrease the problem.