

Human resource management information information systems

[Business](#), [Management](#)



Human Resource Human resources dynamics have been characterised by the need for professionalism in the industry, and adoption of new technology in managing work force in relation to the current dynamics in technology. Human resource, have dramatically changed due to advancement in technology, which replaces individuals with machines to come up with a better output and other added utilities. Work forces have changed according to the skill that fits a particular job post, for example a post that requiring special technological skills will be filled by an individual who possess the necessary skills for that post. During the dark days, any available job posting could be filled by anyone, this was due to the fact that; no special skills were required because technology had not advanced at that time.

The main implication that various HR department have been going through includes, trying to keep up with the changing demand of labour skill that is changing at a high rate. Also, many companies have not included human resources as part of their strategies; rather they have incorporated technology in their strategies.

HRIS, standards for human resources information system, this is a system where employee, statistics are kept in a data base. The information that is captured by HRIS includes; grade, history salary and education information.

HRIS, is basically a system where data and information of the employees in a company is captured and kept in a controlled manner

HR software

This is software developed for the purpose of hr day to day running of the department. HR software have helped in streamlining operations, improvement of relation in various department and finally removing barriers both vertically

and horizontal in any organization set up. Hr software coordinates all the activities with accuracy and error free.

Work Cited

Torres, Teresa. E-Human Resources Management. Hershey: Global. 2003.

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Gueutal, Hal. The Brave New World of EH. Hoboken: Wiley. 2010. Print.