Commercial hr database systems for organization

Literature, Russian Literature

Use the Internet to research and evaluate two (2) commercial HR database systems for your organization. Evaluate the advantages and disadvantages of each system and, based on your knowledge of human resources and database systems, propose one (1) package that would fit the needs of your organization. Suggest three (3) specific reasons why you would recommend that system over the other. Capterra is a HR database provider that can provide the needs an organization to help with their HR needs. Their fully integrated, web-based suite automates and simplifies performance appraisals, 360 degree feedback, learning management, succession planning, compensation management, job descriptions and recruiting. Halogen's products make HR best-practices accessible to companies of all sizes. They also offer specific suites to meet the unique needs of a variety of industries. ” (capterra. com) “ Waypoint open source and other web-based software applications outlined on this website have been developed by HR-Fundamentals limited.

Since 2002 HR-Fundamentals ltd has been providing online tools to help employers manage their staff and their business more effectively. Our friendly and approachable attitude enables us to work with different types of organizations, in many industries, across many continents, to deliver visible results to their business. HR-Fundamentals ltd offer a wide range of bespoke and personal services to employers, directors, line managers and employees. Our services include web based software applications and online employment related documentation available for immediate download. ” (waypointhr. om) One of the advantages that Capterra has to offers program that can track holiday and sick time, along providing software to process

payroll. It handles HR needs such as pre-employment testing and background checks. Capterra assist with all onboarding needs such as applicant tracking. Capterra can assist with all of a company's recruitment needs. The disadvantage that Capterra has is there are a lot of options to choose from, and the website doesn't seem to be easy to follow. The customer can easily be lost and maybe confused on what type of service they may need to choose from.

With Waypoint I feel it can provide more support what a company is looking for and the website is easier to understand. Customer will get the feeling this company understand their needs and is willing to give them the service they are looking for. Waypoint specializes in HR Software and Web Development. They have modules that assist with Exit Interviews, HR Intranets, Online Appraisals, and Online Recruitment. The disadvantage that Waypoint may have is that their website is vague and it may give a potential customer the impression that it doesn't have the areas of expertise a company is looking for.

I would propose the absence management online program " Absence levels can be reduced through monitoring and management, sending employees a clear message that you take sickness absence seriously. Our web-based Online Absence Management software is easy-to-use and accessible from any PC via a web browser and includes many features to help you and your line managers monitor, manage and handle sickness, injury and medical related absences. "(WaypointHR. com) I would recommend Waypoint because the services are on point with a customer needs. They can provide services such as online absences, and ExitInterview, and Online Intranet.

These are basic services that most companies would like and want to promote. I would use Waypoint because it has the recognizes what companies needs are what they needs to make HRIS more efficient within the company. Waypoint specialty is Web Development and that is a must for HRIS to be utilized to its full capacity. To reduce using a lot of paper, Waypoint has an option that will allow important forms to be downloaded instead of always printing forms out. Suggest three (3) efficiencies that an organization would gain from using a SAAS for its HRIS needs and three (3) inefficiencies from maintaining an MS Access-based database application. The efficiency of HRIS, the systems are able to produce more effective and faster outcomes than can be done on paper. Some of the many applications of HRIS are: Clerical applications, applicant search expenditures, risk management, training management, training experiences, financial planning, turnover analysis, succession planning, flexible-benefits administration, compliance with government regulations, attendance reporting and analysis, human resource planning, accident reporting and prevention and strategic planning.

With the many different applications of HRIS, it is difficult to understand how the programs benefit companies without looking at companies that have already benefited from such programs. ” (ezinearticles. com) “ One such company is IBM. IBM has a paperless online enrollment plan for all of its employees. Not only has the online enrollment saved the company 1. 2 million per year on printing and mailing costs, the employees enjoy working with the online plan. Since we began offering online enrollment, we've learned that employees want web access," Donnelly [Senior Communications

Specialist] says, so they can log on at home rather than through the company intranet. So the company has been working to put in place a web-basedenrollment systemthat employees and retirees can access from anywhere (Huering, 2003). By utilizing the flexible-benefits application HRIS has to offer, IBM was able to cut costs and give employees the freedom to discover their benefits on their own time and pace. " (ezinearticles. om) " The privacy of employee information has become a major issue in recent years. With identity theft becoming a common problem, employees are becoming more sensitive about who sees their personal information, and the security it is kept in. By making sure employee information that is kept in the HRIS is relevant to the company and making sure there is limited access (password protection) to such information, companies can make its employees more secure with the safety of their information. Whether electronic or paper, employee files deserve to be treated with great care.

Establishing security and end-user privileges calls for a balance of incorporating, HR policy, system knowledge and day-to-day operations (O'Connell, 1994). " (ezinearticles. com) " Illogically or inconsistently stored data can cause a number of problems. In a relational database, a logical and efficient design is just as critical. A poorly designed database may provide erroneous information, may be difficult to use, or may even fail to work properly. Most of these problems are the result of two bad design features called: redundant data and anomalies.

Redundant data is unnecessary reoccurring data (repeating groups of data). Anomalies are any occurrence that weakens the integrity of your data due to irregular or inconsistent storage (delete, insert and update irregularity, that

generates the inconsistent data). " (www. databasedev. co. uk) Assess the (3) most significant risks associated with combining products from multiple vendors into one (1) HRIS. " IaaS allows organizations to avoid the large capital expenses associated with infrastructure and data centers.

It also has a low barrier to entry and enables automated scaling. One negative aspect of IaaS is that it brings with it new security risks that require different measures. For example, due to stringent information requirements associated with regulations such as theHealthInsurance Portability andAccountabilityAct (HIPAA), and Sarbanes-Oxley (SOX), enterprises must carefully assess where such information resides and mitigate any privacy risks. In addition, how well IaaS works is vendor dependent. " (cloudcomputing. ys-con. com) The major drawback that must be mitigated is the security risk associated with centralization. In addition, since applications are centralized, version control and updates are relatively headache free and deploying software becomes instantaneous. On the other hand, applications that are centralized present enhanced security risks. (cloudcomputing. sys-con. com) Predict three (3) unintended consequences of not managing an HR database properly and how you would circumvent those situations from occurring.

What is the impact of a poorly structured performance management process? If individualgoalsare not aligned with business strategy, then time and resources are wasted. Low employee engagement levels may mean that individuals are not performing at their best. Inconsistent evaluation criteria and rewards can lead to mistrust, lower productivity and higher attrition. If

top performers see no differentiation in performance ratings, opportunities and compensation from underperformers, morale can suffer.

Lack of documentation, visibility, and accountability can negatively affect stakeholders who are demanding more and more transparency. If accurate performance information is unavailable or difficult to access, training and development decisions along with project assignment decisions may not be made in the company's or the individual's best interests. An annual process will not adequately alert managers to problems in a timely manner. Last, but not least, a lack of proper documentation related to performance may result in legal issues. (www. successfactors. com)