

Human resource information systems

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



Human Resource Management System Human Resource Management System Review of the problem After studying and analyzing deeply the problem of the Castle's Restaurant, on the dilemma of the Human Resource manager travelling to all the business locations, my Consultancy Company decided to research for an appropriate solution. The other problem, which as the HR consultant needed to address, was the introduction of a modern payroll system, which will reduce the use of paperwork and embrace the use the modern technology (Bromwich, 1999).

HRIS type and HRIS Vendor choice

Being the leading consultant company in California State and after doing extensive research on the kind of software vendor appropriate for the company, we suggested that the company should incorporate into its system the use of Human Resource Management System (HRMS) software. This system will enable the company to handle large population of workers with minimal use of spreadsheets and paper records. The HRMS software integrates many functions, thus making it more effective in a business setting with diverse functions. The HMRS will allow the HR manager to carry out its functions in a more cost effective and reliable manner. It will also enable the HR manager to track the workers and information about them without moving from the office. The HRMS will benefit the HR manager in performing the resource functions, which include administration, training, performance analysis, payroll, and recruiting. During the research as a consultant company, on the right vendor for the restaurant, we had two options. The other software, which we analyzed, but never recommended for the restaurant, is the Human Resource Information System (HRIS), which is a

database system. In comparison between the HRIS and HRMS software's, the HRMS software serves many functions in the company compared to HRIS software. The HRMS has wide applications and is comprehensive in functionality (Sanchez, 2006).

Benefits of the new system

The Human Resource Manager has definitive roles in carrying out the administrative functions of the company. Following the recommendation from the consultancy firm for the use of HRMS software from where I work, the HR will be able to carry out its administrative functions conveniently from the office thus amounting to cost-effective business. The introduction of the HRMS software will reduce the manual work, which previously involved paperwork and travelling.

Payroll

The new software to the company will enable them to automate the payroll system into a well-structured payment system. The system will be able to assemble information regarding the workers time and attendance, coming up with various deductions and taxation plan. This system will benefit the company in producing various pay cheques and taxation information within the company.

Work time

The system will provide information related to the specific time and work related parameters. The new system will further enable the restaurant to have diverse dynamic data collection techniques, workers distribution information, and the facts analysis characteristics (Bromwich, 1999).

Administration

The system will provide the HR manager with elaborate and cost-effective administrative methods to monitor and track the employee's programs. These programs touch on retirement benefits, compensation, and insurance benefits to employees.

Recruiting

The system will provide criteria, which will be used by the restaurant to recruit the potential employees as per the data from the system. The system also has talent system, which will support the recruitment of the employees in a more competitive manner (Sanchez, 2006).

Training

The HRMS software will enable the Castle's Restaurant to follow and administer employee training and progressive strategies. The system for training will allow the HR to trace the education backgrounds of the employees, qualifications of the employees and skills of the workers.

In conclusion, the HRMS software is the most appropriate for Castle's Family Restaurant, as it will provide solutions to the problem facing the company. The system is cost-effective which will enable the company to save much of its resources (Bromwich, 1999).

References

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