



'TO STUDY THE IMPACT AND EFFECTIVENESS OF HRMS IN TEAMHR'

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ABSTRACT

In today's rapidly evolving business environment, organizations are increasingly recognizing the transformative power of technology in enhancing human resource management. The Human Resource Management System (HRMS) has emerged as a pivotal tool in this transformation, revolutionizing the way HR departments operate. For TeamHR, adopting an HRMS is not just about keeping pace with technological advancements but about strategically positioning the team to drive greater impact and effectiveness across all HR functions. The integration of an HRMS within TeamHR signifies a commitment to optimizing workflows, improving efficiency, and elevating the strategic role of HR. By automating routine tasks and streamlining complex processes, HRMS empowers TeamHR to focus on strategic initiatives that drive business success. This preface explores the profound impact and effectiveness of HRMS on TeamHR, highlighting how it facilitates enhanced productivity, fosters better decision-making, and contributes to a more agile and responsive HR function.

KEYWORDS:

HRMS (Human Resource Management System), Employee management, HR technology adoption, Workforce efficiency, Performance evaluation, Payroll management, Employee satisfaction

INTRODUCTION

A Human Resource Management System (HRMS) is a suite of software tools designed to help HR professionals manage various human resource functions more effectively. A Human Resources Management System (HRMS) simplifies and streamlines daily HR processes, making them more manageable and accessible. It combines the discipline of human resources, including its core activities and processes, with information technology. An HRMS (Human Resource Management System) is a specialized software solution that leverages information technology to manage various HR functions efficiently. The core components of a Human Resource Management System (HRMS) are essential modules that manage different aspects of HR functions. These components work together to create an integrated system that simplifies and automates various HR tasks for eg. Employee Information Management, Payroll Management, Time and Attendance Management, Benefits Administration, Recruitment and On-boarding ,etc. The key features of a Human Resource Management System (HRMS) are what make it a powerful tool for managing HR functions. These features enhance the efficiency, accuracy, and overall effectiveness of HR operations. The impact of HRMS on organizational effectiveness is profound. By automating routine administrative tasks such as payroll processing, benefits administration, and time tracking, HRMS systems significantly reduce the manual effort required from HR teams. This automation not only enhances accuracy and compliance but also frees up valuable time for HR professionals to focus on more strategic activities, such as talent development and organizational planning. To study the impact and



effectiveness of HRMS in TeamHR a questionnaire is used to find whether there is any problem with the adoption as well as the utilization of the HRMS.also to study how data is managed and how frequently is the technical error faced. Is the system efficient to satisfy the organization need and does this system add any help to the organization.

OBJECTIVE OF STUDY:

1. To study and assess HRMS Adoption and Utilization in TeamHR.
2. To study and analyze Data Management and Accuracy in TeamHR.
3. To study and evaluate Process Automation And Efficiency Gains in TeamHR .

LITERATURE REVIEW:

With the rise of the internet and cloud computing in the 2000s, HRMS transitioned into more sophisticated systems that integrated various HR functions, including recruitment, performance management, and employee self-service (**Bondarouk T. ,, 2009**).These systems began to support strategic HR activities, moving beyond administrative tasks to enable data-driven decision-making and talent management (**Kavanagh, 2015**). Numerous studies have documented the positive impact of HRMS on organizational efficiency, decision-making, and employee engagement. For instance, (Lengnick-Hall, 2003)found that HRMS significantly reduces administrative workload, allowing HR professionals to focus on strategic activities such as talent management and organizational development. In the context of talent management, HRMS supports recruitment processes by automating job postings, candidate tracking, and onboarding. It also facilitates performance management by allowing continuous feedback, goal setting, and performance appraisals (**Cascio, 2016**). These capabilities position HRMS as a critical tool for enhancing organizational agility and competitiveness. The ability to analyze workforce data enables HR professionals to identify trends, predict future needs, and make proactive decisions that support business objectives (**Bondarouk T. P., 2017**)

RESEARCH METHODOLOGY:

SOURCE OF DATA COLLECTION: The source of data are as follows:

Primary Data: Primary Data is obtained from the original source of information. It is reliable. It is collection of data that does not already exist. This can be through numerous forms, including questionnaire.

Primary data used: Questionnaires

Secondary Data: The term is used in contrast with the term secondary data. Secondary Data involves the summary, collection and synthesis of existing research rather than primary research. The data obtained from reputable journals, websites.

Secondary data used: Websites

Sample size: Sample size measures the number of individual samples measured or observations used in a survey or experiment



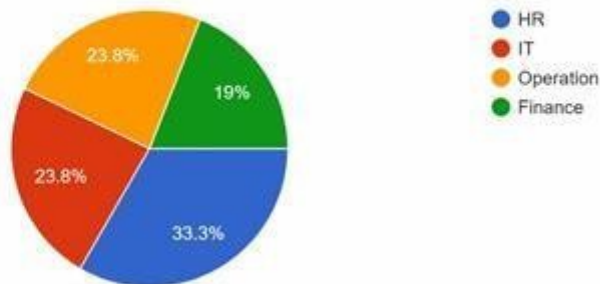
SAMPLE SIZE: 50

METHOD OF SAMPLING USED: “Random Sampling Method”

Random Sampling Method: A random sampling method is used to select the respondents for the study. The random sampling method ensures that each member has the equal chance of getting a response. Random sampling is a critical element to the overall survey research design.

DATA ANALYSIS AND INTERPRETATION

Your Department



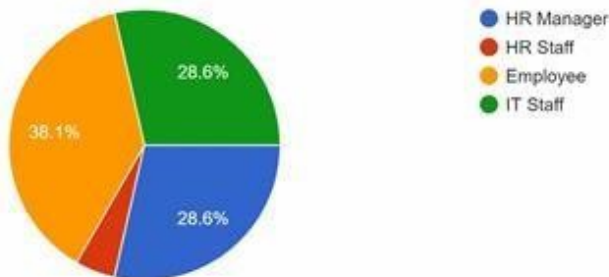
Analysis:-

HR has the highest representation, with 33.3% of the respondents are from this department. **IT** and **Operations** are equally represented, each with 23.8% participants belong to each of these departments.

Finance has the lowest representation, with 19% of the respondents, are from this department.

Interpretation:-This distribution suggests that HR has the most respondents, while Finance has the least. IT and Operations have an equal and moderate share of respondents.

Your Role

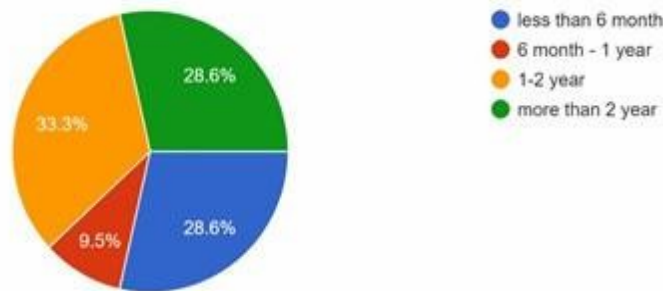


Analysis:-

Employees make up the largest group, constituting **38.1%** of the respondents. **HR Managers** and **IT Staff** are equally represented, each comprising **28.6%** of the respondents. **HR Staff** is the smallest group, with only **4.8%** of the respondents.

Interpretation:- This distribution suggests that the majority of respondents are employees, followed closely by HR Managers and IT Staff, with HR Staff being significantly underrepresented.

How long have you been using the HRMS?

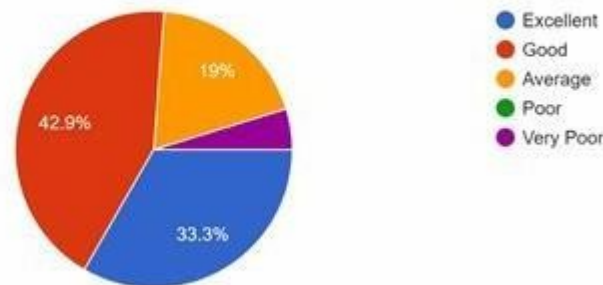


Analysis:

33.3% of respondents have been using the HRMS for **1-2 years**, making this the largest group. **28.6%** of respondents have been using the HRMS for **less than 6 months**. Another **28.6%** have been using it for **more than 2 years**. The smallest group, **9.5%**, has been using the HRMS for **6 months to 1 year**.

Interpretation: This indicates that the majority of users have a range of experience with the HRMS, with a significant portion having over a year of experience, while a smaller percentage are relatively new users.

How would you rate the overall functionality of the HRMS?



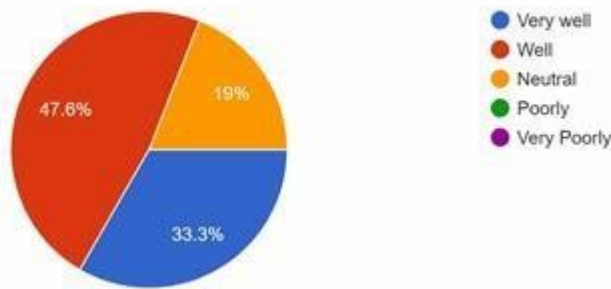
Analysis:

All the employees feel that the organization is providing all the help and support to enhance the ability of the applicants. The majority, **42.9%**, rated the HRMS as **Good**. **33.3%** rated it as

Excellent.19% rated the system as **Average**.A small portion, **4.8%**, rated the HRMS as **Very Poor**.

Interpretation: This suggests that most respondents are satisfied with the HRMS, with the majority considering it either good or excellent. However, a small group of users found the system to be very poor, indicating some dissatisfaction.

How well does the HRMS meet your Organization's HR needs?

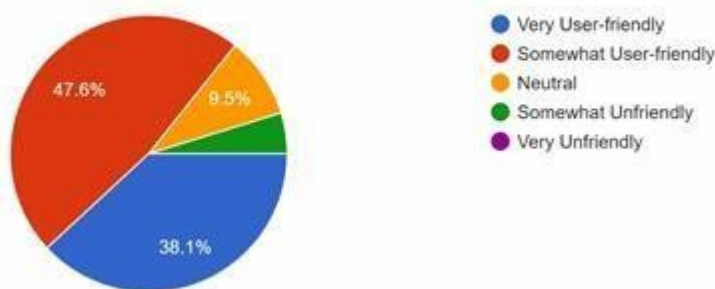


Analysis:

The majority, **47.6%**, rated the HRMS as **Well**.**33.3%** rated it as **Very Well**.**19%** rated the system as **Neutral**.

Interpretation: This suggests that most respondents are satisfied with the HRMS, with the majority considering it either well. However, a small group of users found the system to be neutral, indicating some dissatisfaction

How user-friendly do you find the HRMS interface?

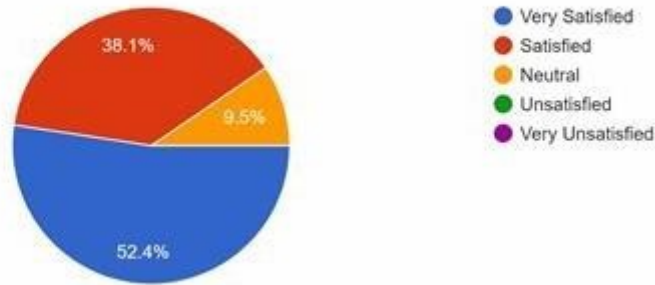


Analysis:

The majority, **47.6%**, rated the HRMS interface as **Somewhat User-friendly**.**38.1%** rated it as **Very User-friendly**.**9.5%** rated the system as **Neutral**.A small portion, **4.8%**, rated the HRMS interface as **Somewhat Unfriendly** .

Interpretation: This suggests that most respondents are very user-friendly with the HRMS interface, with the majority considering it somewhat user-friendly. However, a small group of users found the system to be somewhat unfriendly, indicating some dissatisfaction.

How Satisfied are you with the training and support provided for the HRMS?

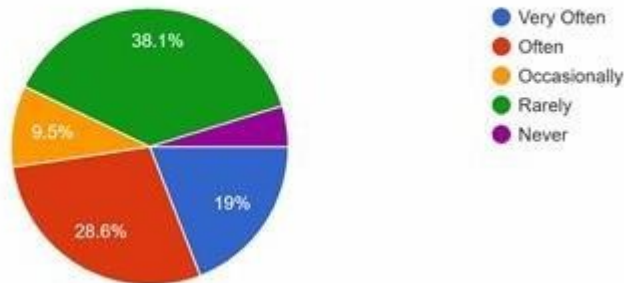


Analysis:

The majority, **52.4%**, rated the HRMS training and support as **Very Satisfied**. **38.1%** rated it as **Satisfied**. A small portion, **9.5%**, rated the HRMS training and support as **Neutral**.

Interpretation: This suggests that most respondents are Satisfied with the HRMS training and support, with the majority considering it very satisfied. However, a small group of users found the training and support to be neutral.

How often do you encounter technical issues with the HRMS?

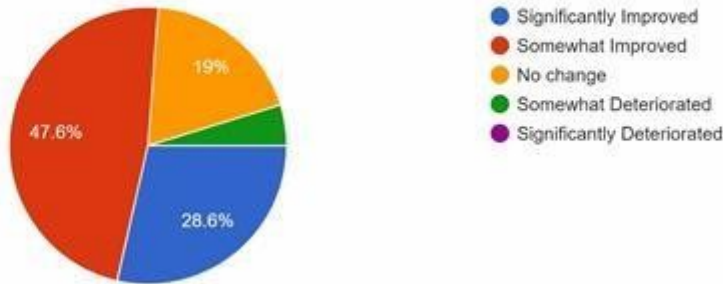


Analysis:

The majority, **38.1%** encounter technical issues as **Rarely**. **28.6%** encounter technical issues as **Often**. **19%** encounter technical issues as **Very Often**. **9.5%**, encounter technical issues as **Occasionally**. A small portion, **4.8%** **Never**, encounter technical issues.

Interpretation: This suggests that majority respondents faces technical issues rarely, but also most of the majority faces or encounter technical issues quite often as well as very often indicating some dissatisfaction. However, a small group of users never encounter technical issue in the system.

To what extent has the HRMS improved the efficiency of HR processes in your organization?

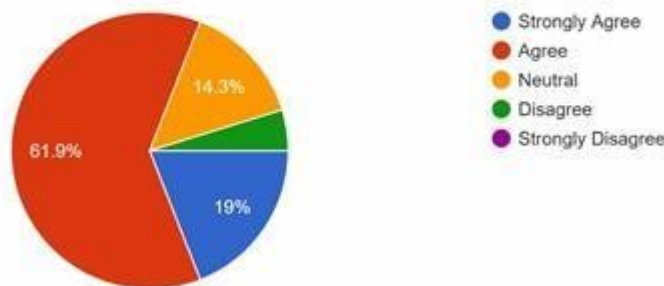


Analysis:

The majority, **47.6%** rated the increased efficiency of HR processes as **Somewhat Improved**. **28.6%** rated the increased efficiency of HR processes as **Significantly Improved**. **19%** rated the increased efficiency of HR processes as **No Change**. A small portion, **4.8%**, rated the HRMS interface as **Somewhat Deteriorated**.

Interpretation: This suggests that Majority respondents rated the increased efficiency of HR processes as somewhat Improved with the most respondents considering it significantly improved. However, a small group of users found the system to be somewhat deteriorated, indicating some dissatisfaction.

Has the HRMS contributed to better decision-making within the HR department?



Analysis:

The majority **61.9%**, **Agreed** that the HRMS contribution in decision-making was **useful**. **19%** **Strongly Agreed** that the HRMS contribution in decision-making was **useful**. **14.3%** are Neutral on the HRMS contribution in decision-making was **useful**. A small portion, **4.8%**, **Disagree** that the HRMS contribution in decisionmaking was **useful**.

Interpretation: This suggests that Majority respondents Agree that the HRMS was Useful for decision-making. However, a small group of users found the system not useful indicating some dissatisfaction.



CONCLUSION:

The adoption of HRMS has led to significant improvements in the efficiency of various HR processes, particularly in areas such as payroll management, employee data tracking, and performance evaluations. The automation of these processes has reduced manual workloads and streamlined operations, allowing HR staff to focus on more strategic tasks. While overall efficiency has improved, the extent of these gains varies across departments. Some departments, particularly those with more complex HR needs, have experienced greater efficiency improvements, while others have seen more modest gains. Core features of the HRMS, such as payroll processing, employee record management, and performance tracking, are widely utilized across the organization. These features are integral to daily HR operations and are consistently relied upon by users. Automation has reduced the administrative workload for HR staff, allowing them to focus on more strategic activities. This shift has been positively received by HR professionals, who now have more time for tasks such as talent management and employee engagement.

The system's data privacy and security features have been effective in protecting sensitive employee information. Users have expressed confidence in the system's ability to safeguard data, though ongoing vigilance is required to maintain this trust.

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