



LCBA IMRAD

TITLE OF THE STUDY:

"ROLE OF HUMAN RESOURCE INFORMATION SYSTEM (HRIS) ON SUSTAINABILITY, EFFICIENCY, AND SECURITY OF HUMAN RESOURCES DATA AT STA. ELENA GOLF AND COUNTRY ESTATES"

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ABSTRACT

The main thrust of this study was to determine the role of HRIS on the level of sustainability, efficiency and security of HR data on human resource management in Sta. Elena Golf and Country Estate. The emerging trend in competitive world is clearly towards the adoption of latest technology, best information availability and management of human resources. Human resources management is one of the departments that mostly use management information system. Human Resources information systems support activities such as identifying potential employees, maintaining complete records on existing employees and creating programs to develop employees' talents' and skills. HR systems help senior management to identify the manpower requirements in order to meet the organization's long term business plans and strategic goals. Middle management uses human resources systems to monitor and analyze the recruitment, allocation and compensation of employees. Operational management uses HR systems to track the recruitment and placement of the employees. HRIS can also support various HR practices such as workforce planning, staffing, compensation programs, salary forecasts, pay budgets and labor/employee relations. This study followed the sequential explanatory correlational co-efficient design. The participants of the study were 5 Managers, 2 Assistant Managers, 7 Supervisors, 3 Technical Staffs and 13 Assistants from different department of the company. Validated researcher-made survey questionnaire instrument used for gathering of data.

Using four-point Likert Scale and the simple mean, t-test for independent samples, Pearson-r correlation coefficient, and multiple linear regression, findings revealed that respondents assess HRIS as satisfactory in the level of Infrastructure and Software while slightly sustainable, efficient and secured in the level of HRIS sustainability, efficiency and security.

There were no significant differences in the assessment of the respondents as to HRIS efficiency, sustainability and security. HRIS infrastructure and software significantly impacted the usefulness of data report generation between variable and independent variable.

Using correlational co-efficient interpretative analysis, there is a need to propose a system review and validation on the requirements needed to maintain and enhance the Human Resources Information System that can also help the company and the users to re-align its business goals and objectives.

1.0 INTRODUCTION

As of the current issues arises in Human Resources job function such as the data storage, recording, fast generation of reports, training and turnover ratio due to company's limited resources that affects the success of personnel and business goals. An organization

gains competitive advantage by using its employees effectively, drawing on their expertise and ingenuity to meet clearly the defined objectives.

Today's global economy requires increased attention to the issue of business competitiveness. Human Resources information systems and high information technologies raise the competitiveness of an enterprise in global markets. Business intelligence as the basis for development and application in human resources information systems is becoming an important information technology framework that can help the organization to manage, develop and communicate their intangible assets, such as information and knowledge (Kavanagh, et al, 2012).

An organization cannot build a good team of working professionals without good human resources. Human resources are concerned with the issues of managing people in the organization. Human resources are the valuable assets of the corporate bodies they are their strength to face the challenges on the fronts of knowledge, technology, and changing trends in the global economy needs effective human resource management. The significance of HRM can be seen in three contexts: Organizational, Social, and professional.

The importance of human resources is found globally and locally. Global or international human resource management is the process of employing, developing, and rewarding people in international or global organizations. It involves the worldwide management of people, not just the management of expatriates. An international organization or firm is one in which operations take place in subsidiaries overseas, which rely on the business expertise or manufacturing capacity of the parent company. Such companies or organizations bring with them their own management

attitudes and business styles. While Local human resource management is involved with employees within only one national boundary wherein the parent country of the firm is originated.

In the study in the US Forex survey of 2016, forty-two percent (42%) is a higher quality talent and twenty-eight percent (28%) cheaper talent are encouraging more business to expand across. As the organization grows, they often find a "global" work is happening, apparently, the current HRIS only created for local needs without the capability in identifying, tracing, and global needs management (Alex Margolin, December 06, 2017).

Effective and efficient management of information systems can generate information resources, which organizations need for operational, tactical, and strategic planning and decision-making that can enhance their commitment to sustainability (Achua, 2008).

In the Philippines, human resource management also plays an important role in the private and government sectors. Aside from natural resources, this is one of the bases of economic development. Its people are the most important resource of any country. It is important to understand how people utilized and develop natural resources based on their character, diligence, and creativity. Humans serve as the "driver" of the world since the direction of it depends on them. The same holds for a real estate company.

The role of Management information system in the Human resources of Sta. Golf and Country Estate helps the department in the process of linking the human resources

functions especially the timekeeping/payroll, accurate and clear information management of the company to improve its performance. Therefore given the importance of the Management information systems in the facilitation of human resource growth and development, the researcher decided to conduct

an assessment on the role of HRIS implementation and its sustainability, working efficiency, and security on Human resource data.

Theoretical Framework

This study will focus on the role of the use of HRIS in Human resource management make use of correlational research. An Industrial Organization – Criterion theory under its operational criterion is being used to evaluate the emergence of new technologies and communication tools that facilitate the establishment of networks beyond cultural and geographical boundaries that necessitated changes in organizational models that would bring organizational models and working methods that would bring about organizational efficiency, success and strategic competitive advantage. Human Resource Information Systems (HRIS) plays an important role for any organization in Human resource management to effectively manage its human assets. In the real estate industry, HRIS is particularly crucial as the organization comprises a huge number of personnel who not only possess various skills but also physically deployed in different department functions/assignments. The research seeks to study the Role of HRIS on the sustainability, working efficiency, and security of HR data in Sta. Elena Golf & Country Estate.

Conceptual Framework (Research Paradigm)

The study focused on the assessment of the Role of HRIS sustainability, efficiency, and security of HR data as well as the involved respondents/users of the HRIS at Sta. Elena Golf and Country Estate. The data gathered through a Likert scale type questionnaire to determine the role played by HRIS in the organization.

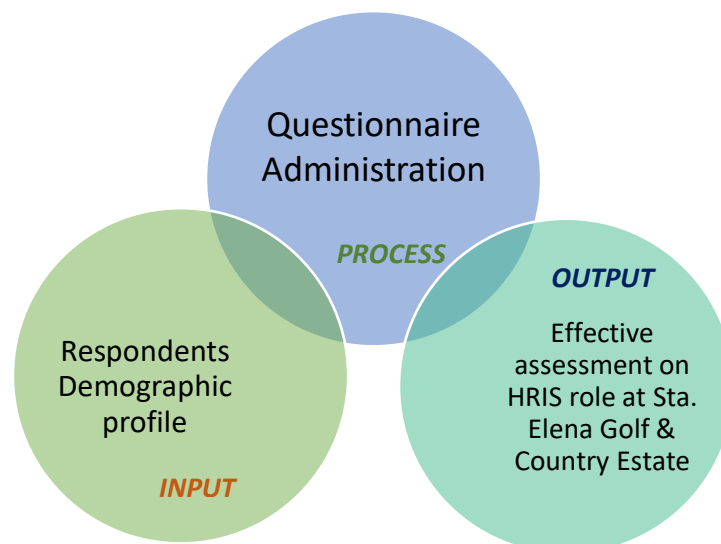


Figure 1. Research Paradigm

Statement of the Problem/Central and Corollary Questions

This research aims to identify the role played by HRIS all across organizations sustainability, efficiency, and HR data security.

More particularly answers the following questions:

- 1) How do the respondents assess the Human resource information systems of Sta. Elena Golf & Country Estate with regards to the following variables:
 - i. Infrastructure
 - ii. Human Resource Information Software
 - iii. Data Collection
 - iv. Data reporting and use
- 2) How do the respondents assess HRIS level of sustainability?
 - 1 Environmental;
 - 2 Socio-economical, and;
 - 3 Personal?
- 3) Is there a significant relationship between the respondent's assessment of HRIS and the level of sustainability?
- 4) How do the respondents assess HRIS level of efficiency?
- 5) Is there a significant relationship between the respondent's assessment on HRIS and the level of efficiency?
- 6) How do the respondents assess HRIS level of security?
- 7) Is there a significant relationship between the respondent's assessment on HRIS and the level of security?
- 8) Based on the findings of the study, what action plan or program can be proposed?

Hypothesis (for Quantitative Research only)

The following hypothesis is presented to answer the following:

1. There is no significant relationship between HRIS role in sustainability.
2. There is significant relationship between HRIS role on efficiency and security.
3. There is significant relationship between HRIS role on security of data management.

Scope and Delimitations

This quantitative study is delimited to the HRIS role assessment of Sta. Elena Golf & Country Estate beneficially and the problems encountered during their

processes, on the other hand, there is a limit on employees' technology application, software, set-up cost, and maintenance cost.

This study will include ten (10) respondents who will answer a well-prepared set of questionnaires for Infrastructure, Human resource information system software, Data collection, Data reporting, and use, Sustainability assessment, Efficiency, and Security. The questionnaire will be distributed by the researcher. Moreover, the respondents will include those belonging to the Manager, supervisor, and staff. This research will discuss the impact/status of HRIS software on Human resource management. This study will be limited to only Sta. Elena Golf and Country Estate have been implementing a Human resource information system.

Review of Related Literature and Studies

HRIS will not only benefit employees and managers but also the suppliers or consultants who provide this type of specialty services to other companies who outsource their HR needs. While studies of HRIS impact exist, the overall lack of evaluative research raises unanswered questions about their capacity to improve quality, security, and efficiency and enable learning, as well as how sociotechnical complexity influences implementation and effectiveness. We offer this analysis to decision-makers and managers considering or currently implementing an HRIS and make recommendations for further research.

2.0 METHODOLOGY

Research Design

Quantitative Descriptive Correlational research has been used wherein it is a type of non-experimental in which the researcher measures two variables and assesses the statistical relationship without the researcher controlling either of them.

Research Instrument

The instrument used was a researcher-made questionnaire four-point Likert scale to gather the needed data for the respondent's profile. The draft of the questionnaire was drawn out based on the researcher's readings, previous studies, and professional literature, relevant to the studies.

In the preparation of the instrument, the requirements in designing of good data collection instrument were considered. In this way, the instrument is answerable by the respondent's level of agreement to a statement typically in points: 1) Poor; 2) Fair; 3) Satisfactory; 4) Very Satisfactory to obtain valid responses of the respondents. The questionnaire is organized into the following Part 1) Respondent's profile, 2) Components of HRIS such as Infrastructure, HRIS software, Data Collection, Data reporting, and use, 3) Sustainability assessment, and 4&5) Efficiency and security. Preference for the use of the survey questionnaire is premised on several research assumptions such as a) cost of gathering data, b) less pressure for an immediate response, and c) avoidance of personal bias.

Respondents/Participants of the Study

As stated earlier the questionnaire included demographic information needed to assess the respondent's level of experience in the field of HRIS software and their position held in the company. The study revealed that 70% is Female respondents and

30% is male respondents across from Sta. Elena Golf & Country Estates with different departments such as 40% from Central Human Resources & Admin. Department (CHRAD), 33% from Finance, 3% from Purchasing, 17% from IT, 3% from Membership, 3% from Maintenance Department. Respondent's ages revealed 7% from 25 years old and below, 30% from 26-35 years old, 30% from 36-45 years old, 20% from 46-55 years old and 13% from 56 years old and above. It was also noted that highest number of respondents is 73% tenure from 10 years and below employees, 7% tenure from 11-20 years employees while 20% from 21 years and above employee tenure.

Similarly, regarding the roles or positions of the respondents in these organizations, 23% were Managers, 23% were Supervisors, while 53% were from rank and file level.

Data Gathering Procedure

HR and IT employees from this sector are the targeted participants to this research study composing of five (5) Managers, two (2) Asst. Managers, seven (7) Supervisors, three (3) Technical, and thirteen (13) Assistants. The method of the research sampling is "purposive sampling" which gives the researcher to use her judgment to select suitable people for the sample.

$$\alpha = \frac{k}{k-1} \left(1 - \frac{\sum_{i=1}^K \sigma^2 Y_i}{\sigma_X^2} \right)$$

where K is number of questions

σ_X^2 is the variance observed total test scores

$\sigma^2 Y_i$ the variance of questions / for the number of respondents

Figure 5. Formula

3.0 RESULTS AND DISCUSSION

The following are the findings of the study:

1. On the Human Resource Information System

1.1 Infrastructure

The assessment for HRIS infrastructure was Satisfactory as shown in the general assessment mean of 2.98. The respondents were satisfied with the HRIS Infrastructure of the HRIS of Sta. Elena Golf and Country Estate. This also impacts the employees' health in reduction on psychological stress and motivate employee on producing quality at work. On the other hand, HRIS infrastructure must improve its web accessibility.

1.2 HRIS Software

The assessment for HRIS software was Satisfactory as shown in the general assessment mean of 2.54. The respondents were satisfied with the HRIS Software of Sta. Elena Golf and Country Estate. This also helps the company in promoting Work-life balance programs. On the other hand, HRIS software must improve its one-touch application accessibility.

1.3 Data Collection

The assessment for HRIS software was Fair as shown in the general assessment mean of 2.40. The respondents were fairly satisfied in HRIS Software of Sta. Elena Golf and Country Estate. On the other hand, HRIS must improve in terms of providing attrition data report generation. This may also add a big factor to the employee's mental being in collaborating the correct report data.

1.4 Data Reporting and Use

The assessment for HRIS software was Fair as shown in the general assessment mean of 2.41. The respondents were fairly satisfied in HRIS Software of Sta. Elena Golf and Country Estate. On the other hand, HRIS must improve its data reporting and use it in terms of aligning to its business goals/objectives.

2. On the Sustainability

2.1 Environmental

The assessment for HRIS Sustainability in terms of Environmental was Slightly Sustainable as shown in the general assessment mean of 2.12 as well as interpreted in all indicators. The HRIS in Sta. Elena Golf and Country Estate have slightly or low sustainability in terms of environmental aspects. HRIS environmental sustainability must improve by providing paperless/softcopy transactions.

2.2 Socio-Economic

The assessment for HRIS Sustainability in terms of Socio-Economic was Slightly Sustainable as shown in the general assessment mean of 2.21 as well as interpreted in all indicators. The HRIS in Sta. Elena Golf and Country Estate have slightly or low sustainability in terms of socio-economic aspect. HRIS socio-economic sustainability must improve by providing an update on suggested feedbacks.

2.3 Personal

The assessment for HRIS Sustainability in terms of Personal was Slightly Sustainable as shown in the general assessment mean of 2.21 as well as interpreted in all indicators. It is implied that the HRIS in Sta. Elena Golf and Country Estate have slightly or low sustainability in terms of personal aspect. HRIS personal sustainability must improve by providing other strategies in reducing employees psychological stress in meeting the deadlines.

3. On HRIS significant relationship and level of Sustainability

The r values of variables were interpreted with low correlation as to correlate HRIS Data Collection & level of sustainability (Environmental, Socio-economic & Personal) which less than the level of significant $P < 0.05$ with the null hypothesis is rejected. The level of Sustainability of Data Collection has significant relationship between independent and dependent variables in terms of the Data Collection aspects. While HRIS Infrastructure, and Data Reporting and Use in the level of efficiency p values were greater than the level of significant $P > 0.05$ with the hypothesis is accepted. The level of efficiency of HRIS has no significant relationship between dependent and independent variables in terms of Infrastructure, HRIS Software and Data Reporting and Use.

4. On HRIS level of Efficiency

The assessment for HRIS Efficiency was Slightly Efficient as shown in the general assessment mean of 2.28 as well as interpreted in all indicators. It is implied that the HRIS in Sta. Elena Golf and Country Estate has slightly efficient in terms of error-free payroll calculations. HRIS efficiency must improve by providing options on self-service transactions to reduced its manpower allocation on data monitoring and updating.

5. On HRIS significant relationship and level of Efficiency

The r values of variables were interpreted with low correlation as to correlate HRIS Data Collection & Data Reporting and Use which less than the level of significant $P < 0.05$ with the null hypothesis is rejected. The level of Efficiency of HRIS has significant relationship between independent and dependent variables in terms of the level of efficiency particularly in Data Collection and Data Reporting and Use aspects.

While HRIS Software, in the level of efficiency p values were greater than the level of significant $P > 0.05$ with the hypothesis is accepted. The level of efficiency of HRIS has no significant relationship between dependent and independent variables in terms of Infrastructure and HRIS Software.

6. On HRIS Level of Security

The assessment for HRIS Security was Slightly Secured as shown in the general assessment mean of 2.37 as well as interpreted in all indicators. It is implied that the HRIS in Sta. Elena Golf and Country Estate has slightly secured in terms of confidentiality protections, disclosure and data modifications. HRIS security must improve its software in terms of providing a regular automatic data back-up. This may also add an impact psychologically on a worry-free stable resources.

7. On HRIS significant relationship and level of Security

The r values of variables were interpreted with low correlation as to correlate HRIS software, Data Collection and Data Reporting and Use which less than the level of significant $P < 0.05$ with the null hypothesis is rejected. The level of Security of HRIS has significant relationship between independent and dependent variables in terms of the level of security particularly in terms of HRIS Software, Data Collection and Data Reporting and Use.

While HRIS Software, in the level of efficiency p values were greater than the level of significant $P > 0.05$ with the hypothesis is accepted. The level of efficiency of HRIS has no significant relationship between dependent and independent variables in terms of Infrastructure.

8. Proposed output of the study

There is a need to propose a system review and validation on the requirements needed to maintain and enhance the Human Resources Information System that can also help the company and the users to re-align its business goals and objectives.

4.0 The following are the conclusions drawn from the findings of the study:

1. That the respondents assess HRIS as satisfactory in terms of Infrastructure and Software wherein the system help the users/company to organized its processes

in employee data storage as well as payroll process speedily while Data collection assesses fairly as to the need of system upgrading based on the accessibility and data reporting need.

2. That the respondents assess the HRIS Sustainability in terms of Environmental, Socioeconomic, and Personal slightly sustainability as to the research shows that sustainability can boost and assist the organization strategy and programs.
3. That the respondents who assess the HRIS sustainability as slightly sustainable identified that Infrastructure, HRIS Software, Data Collection, and Data Reporting and Use do not have a significant relationship with personal, socio-economic, and environmental aspects in the organization.
4. That the respondents' efficiency level assesses HRIS slightly efficient for there is an impact on manpower cost in data monitoring and updating.
5. That the research data shows significant relationship between the variable and independent variable in terms of HRIS efficiency usefulness and satisfaction in data report generation while infrastructure and HRIS software has no significant relationship to the level of HRIS efficiency.
6. That the respondents HRIS assessment was slightly secured on HRIS software which protects the data confidentiality and disclosure wherein there's a minimal need on HRIS software upgrade in providing a regular/schedule automatic data back-up.
7. That the research data shows significant relationship between the variable and independent variable in terms of HRIS infrastructure level of security while data collection and data reporting and use has no significant relationship to the level of HRIS security.
8. That there are a program and plan that can be developed in updating the HRIS function role in Sta. Elena Golf and Country Estate can also help the organization to meet its objectives.

Recommendations

Under-study process, following strategies are recommended for further Improvements of HRIS for Sta. Elena Golf and Country Estate:

1. Keeping the importance of HRM activities, both HR and IT departments will have to mutually work together as former being process owner cum designer and later being service providers. IT department should be empowered to make strategic decisions on the spot to minimize interfaces and delays regarding operations and manpower handling as well as the psychological impact on the user's experience.
2. The regular practice must be carried out in the organization for review of information received and required in future from cross-function teams and to be compiled by IT and as required by HR for HRM activities for their internal assessment and strengthening of Human Resource Information System.

3. IT should take regular feedback from HR, apart from the format designing of information dissemination should be mutually consulted. For the activities, where IT usage is low, however, they are part of HRM, HR should give a thought to use IT for their higher usage so that these activities can be strengthened more with a better information analysis base and evaluate it for any zero error while implementation.
4. Wherever there are multiple sources of information for any HRM activity, the cross-compilation must be done but there should be efforts to centralize everything for a positive and rational performance. The formats of the information required for HRM should be given by HR, as this would facilitate the easy compilation of work.
5. IT should intimate various HRM activities of other competitive organizations so that they can be benchmarked and introduced in the present organization. IT should measure the Role of HRM activities while evaluating business information for improvements introduced from time to time and to be in a position to forecast the implication of HRM on employees and the organization as a whole.
6. A collaboration of the design and development process of IT and HR should be taken up as an integral function in creating more robust HRM activities with integrated capabilities. The guiding vision of the data collection instrument must be capable of providing information relevant to cross-functional teams and policymakers.

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