

CLOUD BASED HUMAN RESOURCE INFORMATION SYSTEMS AND ITS IMPACT ON HRM STRATEGIES: A CASE STUDY IN HDFC BANKS OF CUTTACK & BHUBANESWAR TWIN CITY

Mr. Bibhu kalyan Mishra

Assistant Professor, Faculty of Science, Sri Sri University, Godi Sahi, Cuttack, Odisha, India

bibhu.m@srisriuniversity.edu.in

Abstract

The objective of this paper is to examine the effect of Cloud Based Human resource information system (HRIS) on Human Resource Management. The paper builds up a research model dependent on current literature and afterward tests this model in (35) HDFC Banks of Cuttack & Bhubaneswar city. Research sample comprises of 185 people from the higher and middle management group of HDFC Banks of Cuttack & Bhubaneswar City. The Study revealed that HRIS had a huge impact at level ($P \leq 0.05$) on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City. This study could benefit from a large sample, from banks. The paper gives practical recommendations to the banking industry and the executives as a rule on the most proficient method to deal with the HRIS effects for Human Resource Management Strategies. This paper has attempted to give a comprehensive comprehension about the HRIS impacts on Human Resource Management Strategies in the banking industry.

Keywords: Cloud Based Human Resource Information Systems (HRIS), Human Resource Management Strategies, HDFC Banks of Cuttack & Bhubaneswar City.

1. Introduction

HRIS is characterized as a "coordinated framework used to assemble, store and break down data with respect to an association's HR's involving databases, PC applications, equipment and programming important to gather, record, store, oversee, convey, exhibit and control information for HR work" (Hendrickson, 2003). A HRIS can play out various capacities from the straightforward stockpiling and correspondence of data, to increasingly complex exchanges. As innovation progresses, the scope of capacities that a HRIS can embrace increments. The utilization of Human Resource Information Systems (HRIS) has been upheld as an open door for human asset (HR) experts to become key accomplices with top administration. The thought has been that cloud based HRIS would take into consideration the HR capacity to turn out to be progressively proficient and to give better data to basic leadership. The inquiry remains whether HRIS has satisfied its guarantee. (Beadles, Lowery and Johns, 2005).

2. Research Objectives

This study explores the impact of cloud based HRIS on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City. The question to address in this study therefore is "what is the impact of cloud based HRIS on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar city?".

3. Literature Review

Some authors have proposed that the usage of HRIS could reduce HR fees by using automating statistics and reducing the need for massive numbers of HR personnel, with to manipulate their own personal information, and by means of permitting managers to access relevant records and statistics,

behavior analysis, make decisions, and talk with others without consulting an ideally, with the best use of HRIS, less people should be wanted to carry out administrative responsibilities such as record keeping and extra time would be made available for HR managers to help via providing statistics on a strategic level. Many of those authors trust the future to be vibrant for HRIS as it creates new paths for human resources and for the organizations that efficaciously use HRIS. One who has a look at even goes as a long way as to indicate that there is evidence that HRIS can enhance shareholder value (Brown, 2002). Human resource control (HRM) troubles have been a major challenge for managers in any respect levels, because they all meet their dreams through the efforts of others, which require them to embrace studying jobs, making plans, exerting needs, choosing personnel, orienting and educating personnel, coping with compensation, communicating (which includes counseling and disciplining), and keeping worker commitment.

Actually HRIS is directed in the direction of the HR department itself (Ruël, Bondarouk & Looise, 2004), but the use of HRIS can provide a number of advantages not only to line managers, but also to the wider organization (Parry, 2009).

The use of HRIS has been encouraged as an opportunity for human resource specialists to emerge as strategic companions with top management. HRIS permit HR function to grow to be greater and to provide better information for decision making (Beadles, Lowery & Johns, 2005).

(Obeidat, 2012) concluded that Human resource statistics system features have been observed to have a relationship with HRM functionalities.

More specifically, it was found that strategic integration, forecasting and planning, human assets analysis, and conversation and integration haven't any relationship with human resource functionalities. Whereas, it was found that overall performance development, knowledge management, and information and compliance as dimensions of human resources information structures have a relationship with human resource functionalities.

Kovach et al. (2002) listed numerous administrative and strategic advantages to the usage of HRIS. Similarly, Beckers and Bsat (2002) pointed out at least five reasons why organizations/companies should use HRIS.

They are :-

- (1) boom competitiveness by way of improving HR operations;
- (2) produce a greater range and variety of HR-related reports;
- (3) shift the focal point of HR from the processing of transactions to strategic HRM;
- (4) make all the employees as part of HRIS
- (5) reengineer the complete HR feature of groups.

The current literature on HRIS suggests that they have got different impacts on HR across corporations, however offers little reason behind this variation. Early surveys suggested that HRIS had been used predominantly to automate ordinary obligations and "to replace submitting cabinets" (Martinsons, 1994).

Ball (2001) concluded that HR had missed the strategic opportunity furnished via HRIS.

More recent studies indicate extra use of HRIS in assist of strategic selection making by means of HR (Hussain et al., 20019).

However, the extent to which HRIS is utilized in a strategic fashion differs across corporations, with the significant majority of agencies persevering with to use HRIS sincerely to update manual processing and to lessen fees (Bee & Bee, 2017; Brown, 2017).

(Kundu& Kadian, 2012) intend to evaluate the packages of HRIS in human useful resource management (HRM) in agencies operating in India. Primary information primarily based on 544 respondents and 18 packages of HRIS in HRM had been analyzed.

Five elements from aspect analysis had been further analyzed. Respondents perceived “technical and strategic HRM” and “performance and reward management” as the maximum vital elements for HRIS applications.

The most frequent application of HRIS in corporations operating in India was found to be in “employee report”, observed by “pay roll”.

“technical and strategic HRM”, “overall performance and reward management” and “corporate communication” were additionally applied in companies in India.

ANOVA results showed that production and service groups differed drastically on all sophisticated HRIS packages. Mean ratings confirmed that on all the sophisticated HRIS packages, service agencies had vast facet over the manufacturing groups.

However Indian and multinational agencies did not differ appreciably on any of the HRIS applications. (Khera& Gulati , 2012) explained in their look at that Human aid facts system (HRIS) is not new idea however it's miles recuperating every day with converting environment.

Its predominant position is in human resource planning (HRP) which itself a vital pastime in any organization. Ineffective HRP can lead to more or fewer numbers of employees than needed. Both over and beneath wide variety of personnel can create crappy situations.

This paper centers around the job of cloud based HRIS in HRP. The examination is exact in nature as 50 respondents from top 7 IT organizations are taken to see the sights of the goals. The study is finished with the help of the survey. After examination it is presumed that cloud based HRIS has different advantages however the premier is HRIS stores sufficient information about the workers of the associations that aides in heightening the agonizingly slow clip of HRP. HRIS likewise helps in the vital exercises of HR directors and more in preparing and improvement, progression arranging, candidate following in enrollment and choice and labor arranging. While investigating the general commitment of HRIS in HRP it is reasoned that HRIS distinguishes involved and vacant situations in an association successfully and precisely.

(Beadles, Lowery and Johns, 2005) referenced in their examination that different opinion have pushed that the utilization of a cloud based Human Resource Information System (HRIS) should prompt significant results for the association. Diminished costs, improved correspondence, and diminishes in time spent on ordinary exercises ought to make a situation where in the Human Resources (HR) division would assume an increasingly key job in the association. This investigation is an underlying endeavor to decide if cloud based HRIS has arrived at these potential advantages. In view of reactions from an example of HR chiefs of from state funded colleges we found that, while important, cloud based HRIS has not yet arrived at its maximum capacity in this condition.

4. Hypotheses of the Study:

HO1: There is no significant impact of cloud based Human Resource Information Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

HO1.1: There is no significant impact of planning HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

HO1.2: There is no significant impact of Staffing HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

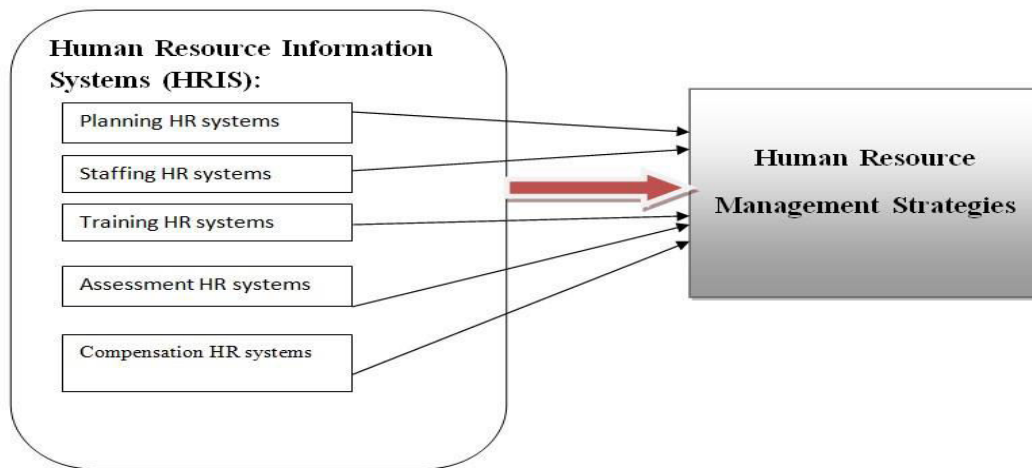
HO1.3: There is no significant impact of Training HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

HO1.4: There is no significant impact of Assessment HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

HO1.5: There is no significant impact of Compensation HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

5. Proposed Research Model:

The study built up a reasonable system that comprises of two sections which reenact the examination model as appeared in figure (1). The first part of the model speaks to the HRIS Functions, while the second part denotes Human Resource Management Strategies.



Source: Model prepared by the researcher

6. Methodology

6.1 Purpose

This study is designed to investigate the impact of HRIS on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City. The results of this study should help managers of HDFC Banks of Cuttack & Bhubaneswar City to determine the importance of HRIS in developing HRM Strategies.

6.2 Populations and the study sample

The target population of the study comprised of all Managers at high and middle level in HDFC Banks of Cuttack & Bhubaneswar City. Indicated a total number of 35 bank from which simple random sampling was chosen. 190 questionnaires were distributed. Finally 185 completely filled questionnaires were included in the analysis.

6.3 Unit of analysis

All Managers at high and middle level in HDFC Banks of Cuttack & Bhubaneswar City

6.4 Study Instrument

A questionnaire was used to collect the data. It included closed questions and was distributed into three sections. Section one consisted of 4 questions concerning responder demographics. Section two focused on information about usage of cloud based HRIS. Section three focused on HRM strategies.

6.5 Validity and Reliability

To authenticate the validity & reliability of the tool, the questionnaire was given to seven experts from various universities. The experts showed their useful remarks and proposals, which were taken into account. In any case, the reliability test was conducted to Cronbach alpha correlation in each of the variable in the questionnaire. The value of Cronbach alpha is 0.808 for Independent Variable & The value of Cronbach alpha is 0.814 for dependent Variable

Table 1: Internal consistency range of Cronbach’s alpha

Cronbach's alpha	Internal consistency
$\alpha \geq 0.9$	Excellent
$0.9 > \alpha \geq 0.8$	Good
$0.8 > \alpha \geq 0.7$	Acceptable
$0.7 > \alpha \geq 0.6$	Questionable
$0.6 > \alpha \geq 0.5$	Poor
$0.5 > \alpha$	Unacceptable

7. Analysis and Result

frequencies, means, percentages were used to test the hypothesis whereas standard deviation were used as descriptive analysis to meet the study questions, while simple regression (enter) was used to test the main hypothesis and its branches.

H0 1: There is no significant impact of Human Resource Information Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City.

Table 2: Simple regression of HRIS on Human resource management Strategies

Coefficients				ANOVA/Analysis of variance			Model summary	
sig	t	beta		Sig	F	DF	R ²	R
.0000	16.890	0.868	HRIS	0.000	126.872	1	0.610	.868

The value of R² for HRIS model is (0.61) and (f= 126.872, P= 000) which explain (61%) of variance in Human resource management Strategies. Therefore, HRIS was found to have a significant and positive effect on Human resource management Strategies, the regression coefficient for HRIS ($\beta = 0.868, P= 000$). Based on the result we can't accept the null hypothesis and accept the research hypothesis that indicates a significant impact of HRIS on Human resource management Strategies in HDFC Banks of Cuttack & Bhubaneswar City at level of ($P \leq 0.05$).

HO1.1: There is no significant impact of Planning Human Resource Information Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City

Table 3: Simple regression of Planning HR Systems on Human resource management Strategies.

Coefficients			ANOVA/Analysis of variance				Model summary	
sig	T	beta		Sig	F	DF	r ²	r

0.000	13.528	0.705	Planning HR system	0.000	182.999	1	0.500	0.705
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The value of r^2 for Planning HR Systems model is (0.50) and ($f= 182.999, P= 000$) which explain (50%) of variance in Human resource management Strategies. Therefore, Planning HR System was found to has a significant and positive effect on Human resource management Strategies, the regression coefficient for planning HRIS where $\beta =0.705$ & $P= 000$. So here null hypothesis rejected and research hypothesis accepted that indicates a significant impact of Planning HR Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City at level of ($P\leq 0.05$).

HO1.2: There is no significant impact of Staffing HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

Table 4: Simple regression (enter) of Staffing HR Systems on Human resource management Strategies.

Coefficients				ANOVA/Analysis of variance			Model summary	
sig	t	beta		Sig	F	DF	r^2	r
0.000	9.578	0.588	Staffing HR Systems	0.000	97.114	1	0.338	0.588

The value of r^2 for Staffing HR Systems model is (0.338) and ($f= 97.114, P= 000$) which explain (33.8%) of variance in Human resource management Strategies. Therefore, Staffing HR Systems were found to have a significant and positive effect on Human resource management Strategies, the regression coefficient for Staffing HR Systems ($\beta =0.588, P= 000$). Based on the result we can't accept the null hypothesis and accept the research hypothesis that indicates a significant impact of Staffing HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City at level of ($P\leq 0.05$).

HO1.3: There is no significant impact of Training HR Systems on Human Resource Management Strategies in HDFC Bank of Cuttack & Bhubaneswar City

Table 5: Simple regression of Training HR Systems on Human resource management Strategies.

Coefficients				ANOVA/Analysis of variance			Model summary	
sig	t	beta		Sig	F	DF	r^2	r
0.000	9.578	0.688	Training HR Systems	0.000	107.103	1	0.612	0.688

The value of r^2 for Training HR Systems model is (0.612) and ($f= 107.103, P= 000$) which explain (61.2%) of variance in Human resource management Strategies. Therefore, Training HR Systems were found to have a significant and positive effect on Human resource management Strategies, the regression coefficient for Training HR Systems ($\beta =0.688, P= 000$). Based on the result we can't accept the null hypothesis and accept the research hypothesis that indicates a significant impact of Training HR Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City at level of ($P\leq 0.05$).

HO1.4: There is no significant impact of Assessment HR Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City

Table 6: Simple regression of Assessment HR Systems on Human resource management Strategies.

Coefficients				ANOVA/Analysis of variance			Model summary	
sig	t	beta		Sig	F	DF	r ²	r
0.000	9.447	0.509	Assessment HR Systems	0.000	104.887	1	0.559	0.509

The value of r² for Assessment HR Systems model is (0.559) and (f= 104.887, P= 000) which explain (55.9%) of variance in Human resource management Strategies. Therefore, Assessment HR Systems were found to have a significant and positive effect on Human resource management Strategies, the regression coefficient for Assessment HR Systems ($\beta = 0.509$, P= 000). Based on the result we can't accept the null hypothesis and accept the research hypothesis that indicates a significant impact of Assessment HR Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City at level of (P \leq 0.05).

HO1.5: There is no significant impact of Compensation HR Systems on Human Resource Management Strategies in HDFC Banks of Cuttack & Bhubaneswar City

Table 7: Simple regression of Compensation HR System on Human resource management Strategies.

Coefficients				ANOVA/Analysis of variance			Model summary	
sig	t	beta		Sig	F	DF	r ²	r
0.000	9.447	0.625	Compensation HR System	0.000	98.857	1	0.393	0.625

The value of r² for Compensation HR Systems model is 0.393 and f= 98.857 & P= 000 which explain 39.3% of variance in Human resource management Strategies. Thus, Compensation HR System was found to has a significant and positive effect on Human resource management Strategies, the regression coefficient for Compensation HR Systems where $\beta = 0.625$ & P= 000. Based on this result null hypothesis rejected and accept the research hypothesis which indicates a significant impact of Compensation HR Systems on Human Resource Management Strategies in HDFC Banks in Cuttack & Bhubaneswar City at level of (P \leq 0.05).

8. Conclusion

This study investigated the apparent impact of cloud based HRIS on HRM strategies in HDFC Banks of Cuttack & Bhubaneswar City The analysis of research results showed the overall consistency of findings with the model. This study makes a key contribution to the literature.

The study found a statistically significant impact at level (P \leq 0.05) of planning HR Systems, Staffing HR Systems, Training HR Systems, Assessment HR Systems, and compensation HR Systems on HRM Strategies in HDFC Banks of Cuttack & Bhubaneswar City .The study found a statistically significant impact at level (P \leq 0.05) of HRIS totally on HRM Strategies in HDFC Bank of Cuttack & Bhubaneswar City .

9.Future Scope

Here the researcher confined his study to only HDFC banks of Cuttack & Bhubaneswar city of odisha.due to time constraint and other issues.This study can be extended to HDFC banks throughout India as well as banking industry & other industries as well.

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