

**HUMAN RESOURCE INFORMATION SYSTEM STUDY AT THE ANDHRA PRADESH  
CEMENT INDUSTRY**

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**ABSTRACT**

This research endeavors to examine the state of Human Resource Management (HRM) in the cement sector in Andhra Pradesh, India. When it comes to economic development and job creation, the cement industry is essential. The best possible usage of an organization's human resources is impossible without sound HRM procedures in place. The purpose of this study is to get a knowledge of HRM in the context of the cement manufacturing industry in Andhra Pradesh. This includes recruiting, selection, training and development, performance assessment, remuneration, and employee relations. Human resource (HR) experts, workers, and management representatives from a variety of cement businesses around the area are interviewed and surveyed using a mixed-methods approach for this research. The issues created by things like labor rules, talent shortages, and changing workforce demographics are investigated, as are the alignment of HR strategies with business objectives, the importance of HR technology and information systems, and more. This research aims to improve Andhra Pradesh's cement industry's human resource management practices via in-depth analysis and the development of actionable suggestions. Insights into how cement businesses and other industrial sectors may improve their human resource practices to encourage sustainable development and competitiveness are provided by this study's results, which add to the current body of knowledge on HRM.

**Key words :** Human Resource, Cement Industry, Andhra Pradesh

**INTRODUCTION**

Organizational performance and longevity are heavily influenced by HRM practices across a wide range of industries. Andhra Pradesh's cement sector is both economically significant and labor-intensive, making human resource management there very important. Economic growth, new jobs, and improved infrastructure are just a few of the benefits that Andhra Pradesh's cement industry has brought to the state. Human resource management (HRM) techniques are essential to guaranteeing a risk-free, productive, and inspired workforce.

Andhra Pradesh's cement industry is geographically dispersed, including anything from massive integrated factories to little grinding machines. The industry's reliance on skilled and semiskilled labor, as well as its vulnerability to variables like raw material supply, market demand, and regulatory compliance, all contribute to this diversity. Human resource management (HRM) has a dual function in this dynamic setting, contributing to both operational efficiency and employee engagement and satisfaction. This research aims to examine the HRM procedures and difficulties faced by the Andhra Pradesh cement industry. Using a methodical approach, we want to shed light on the complexities of the human resource environment in the sector, including but not limited to recruiting, training and development, performance assessment, remuneration, and employee relations. We want to learn more about the ways in which cement businesses' HRM strategies and goals are aligned, as well as the novel solutions used to overcome problems unique to this sector. Moreover, this study aspires to acknowledge the role that technology and information systems play in advancing HRM procedures generally. Human resources departments at cement businesses may improve decision-making and simplify procedures thanks to developments in HR software, data analytics, and communication technologies. At the same time, this research recognizes the possible disruptions created by external causes including shifting labor legislation, the rise of a digital workforce, and the need to promote diversity and inclusion in a historically male-dominated industry. Overall, the goal of this research is to shed light on the complexities of human resource

management in the Andhra Pradesh cement industry. By doing so, we want to advance the field of human resource management in this crucial sector of business, provide useful insights to academic debate, and provide concrete suggestions to industry stakeholders.

## **REVIEW OF LITERATURE**

The human resource information system is the paramount software that provides an easy solution in managing their human resources and various other activities in a best possible way. It helps in improving the efficiency and the effectiveness of the organisation by improving the decision making of the HR department. The following are the main features of the human resource information system. The human resource information system is easily accessible. The software can be operated from any country or any location whether it's an office, airport or a station and even from the home. The software system is a cloud-based system and is easily accessible on the go from any location in the world. The system is also categorised as a non-negotiable system with the features of easy accessibility (Qureshi.et.al.2013). The human resource information system covers up the various gaps between the professionals and the employees by providing them direct communication opportunity through a secured medium. It also boosts the morale of the employees and encourages them as they gain a feeling of degree of control over their seeded information. Few software systems also provide a feature where the employees can fill their data and personal information by registering and configuring themselves. The direct feeding of the information by the employee helps to reduce the chances of errors. The human resource information system is a complete electronic employee database system. The storing of the relevant information through an electronic medium helps to improve the efficiency and reduces the chances of error in recording of the information (Majlld and zyer.2016). This provides a great benefit to various companies who continuously misplace their information due to the large filings. The information stored in the database is secured and safe as it is password protected. The data that gets fed into the database electronically can also be analysed for various purposes to build strategies and plans for new implementation of agendas in an effective way. The human resource information system is a reliable system and helps to hire the efficient employees to run the organisation. The right selection of the employees for the organisation helps to generate a lot of profits for the organisation. So, the system is regarded as the safest system to get the reliable information safely and securely according to the requirements. The human resource information system also provides the functionality of budgeting, accounting, and forecasting and AP/AR automation (Mukharjee.et.al.2014). The software provides a great benefit to the companies that work under the contracts as it allows the automation of the payable accounts and simple system for billing. As the system is user-friendly system, it provides a great level of security, governance and a big support to the user. It also provides the use of mobile applications and compliance management. The system allowed the best employees with great capabilities to run an effective organisation.

## **OBJECTIVES OF THE STUDY**

- To analyze the perception of employees towards Human Resource Information System (HRIS) at cement industry in Andhra Pradesh.
- To identify the satisfaction level of employees in using HRIS at cement industry in Andhra Pradesh.
- To examine the role of HRIS on Employee's performance at cement industry in Andhra Pradesh.

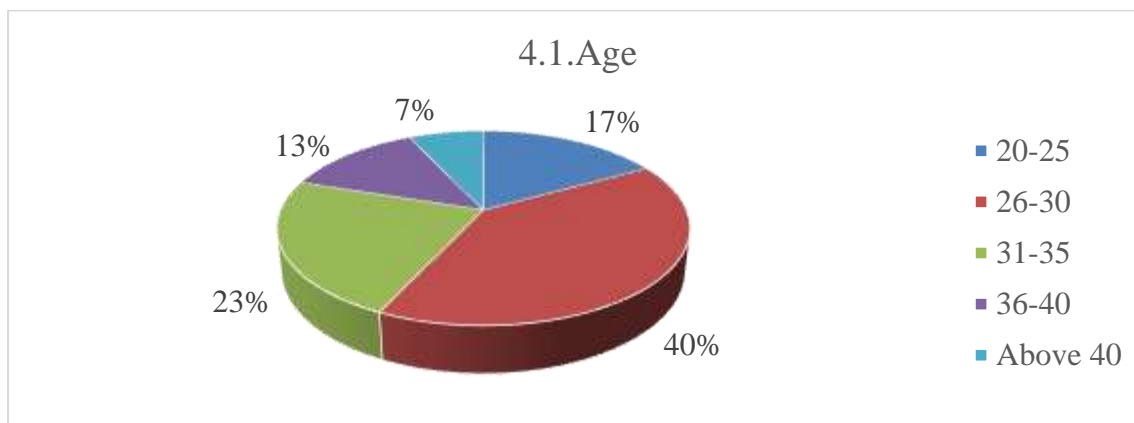
## **RESEARCH AND METHODOLOGY**

- H<sub>0</sub>: There is no significant Impact of satisfaction level of the employees from using HRIS
- H<sub>1</sub>: There is significant Impact of satisfaction level of the employees from using HRIS

**DATA ANALYSIS & INTERPRETATION**

**4.1. Age**

Age	No. of respondents	percentage
20-25	14	17%
26-30	32	40%
31-35	18	23%
36-40	10	13%
above 40	6	7%
total	80	100%

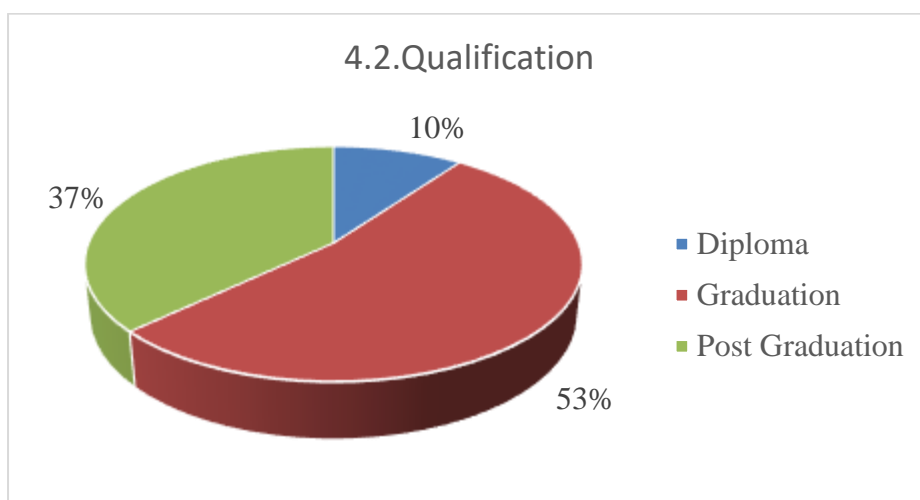


**Interpretation**

Based on the above chart it shows that 17% were aged 20-25, 40% were aged 25-30, 23% were aged 30-35, 13% were 35-40 and 7% were aged above 40 years old.

**4.2. Educational Qualification**

Particulars	No. of respondents	Percentage
Diploma	8	10%
Graduation	42	53%
Post graduation	30	37%
Total	80	100%



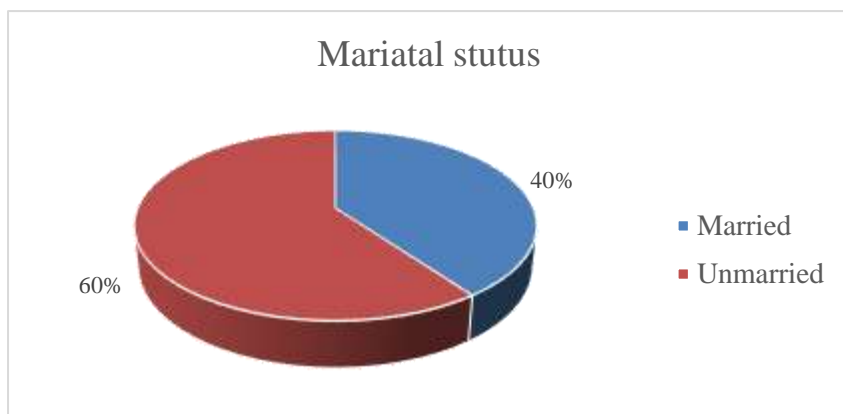
**Interpretation**

based on the above chart it shows that 10% were Diploma, 53% were graduated remaining 37% were post graduated.

**4.3. Marital Status**

Marital status	No. of respondents	Percentage
Married	32	40%

Unmarried	48	60%
total	80	100%

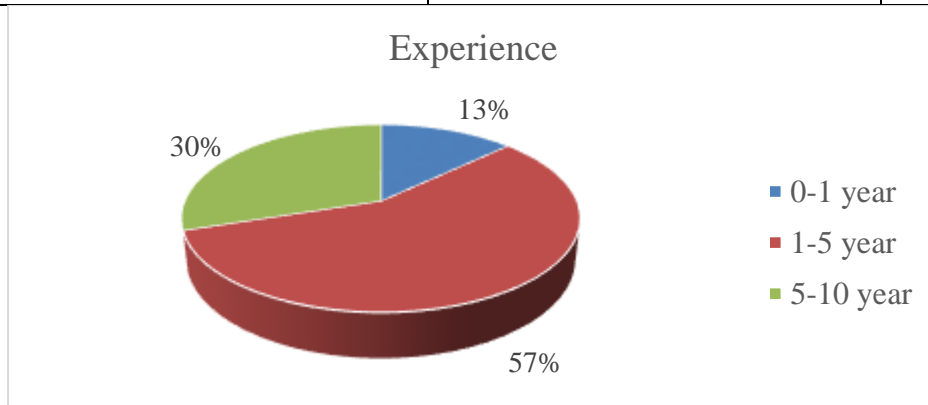


**Interpretation**

From the above graph it is observed that there are more unmarried employees (60%) than married employees (40%).

**4.4 Experience**

experiance	No. of respondents	percentage
0-1 year	10	13%
1-5 year	45	57%
5-10 year	25	30%
total	80	100%

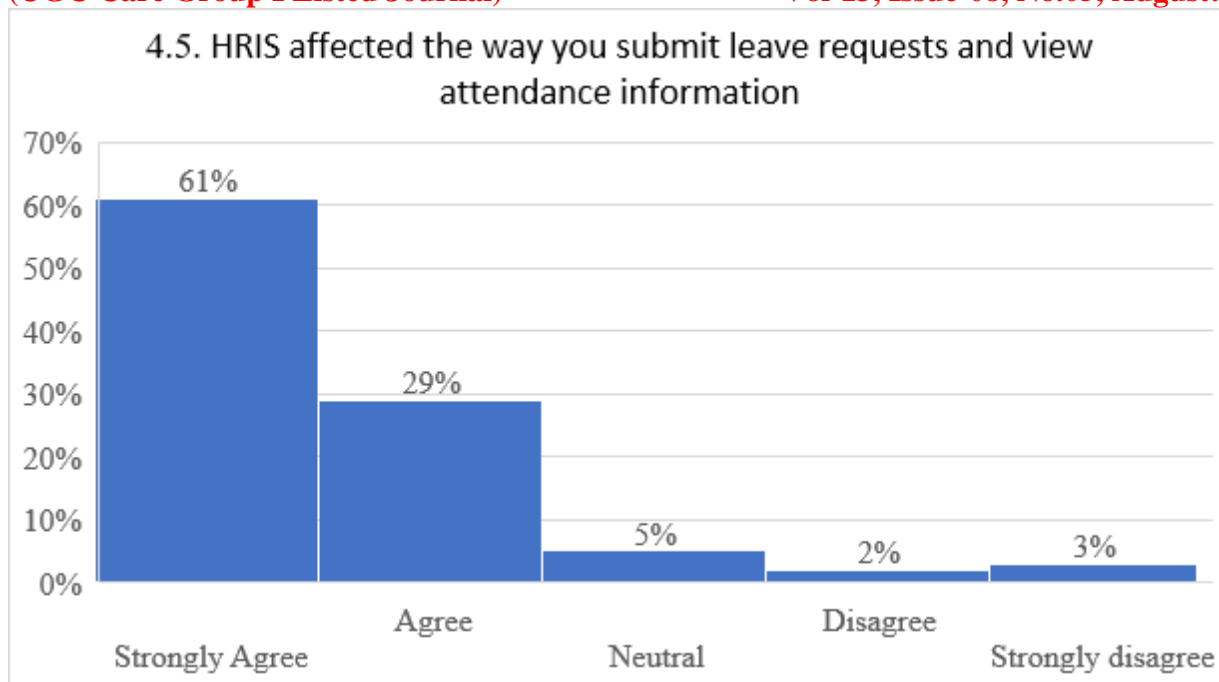


**Interpretation:**

From the above chart it shows that 70% of the respondents are working from below 5 years. Whereas a smaller percentage (30%) of respondents are working from more than 5 years.

**4.5. HRIS affected the way you submit leave requests and view attendance information**

S.No	Particulars	No of Respondents	Percentage
1	Strongly agree	48	61%
2	Agree	23	29%
3	Neutral	4	5%
4	Disagree	2	2%
5	Strongly disagree	3	3%
	Total	80	100%



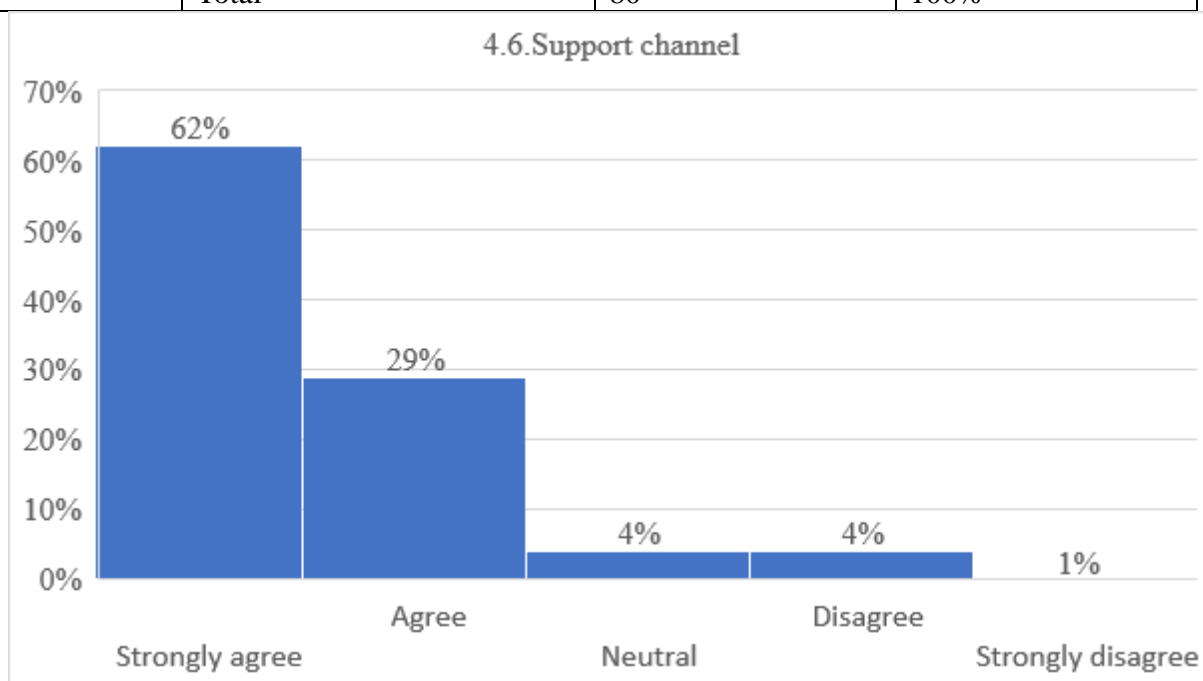
**Source:** Primary data

**Interpretation:**

The above graph shows that 61% employees strongly agree that HRIS helped streamline HR processes and reduce manual work and 5% employees are neutral, 3% employees are disagree , 2% of employees are strongly disagree and 29% of employees are agree with HRIS helped streamline HR processes and reduce manual work.

4.6. Designated support channel (e.g., helpdesk, IT team) to address HRIS-related issues and inquiries. If yes, satisfied are you with the support provided

S.No	Particulars	No of Respondents	Percentage
1	Highly satisfied	50	62%
2	Satisfied	23	29%
3	Neutral	3	4%
4	Dissatisfied	3	4%
5	Highly Dissatisfied	1	1%
	Total	80	100%



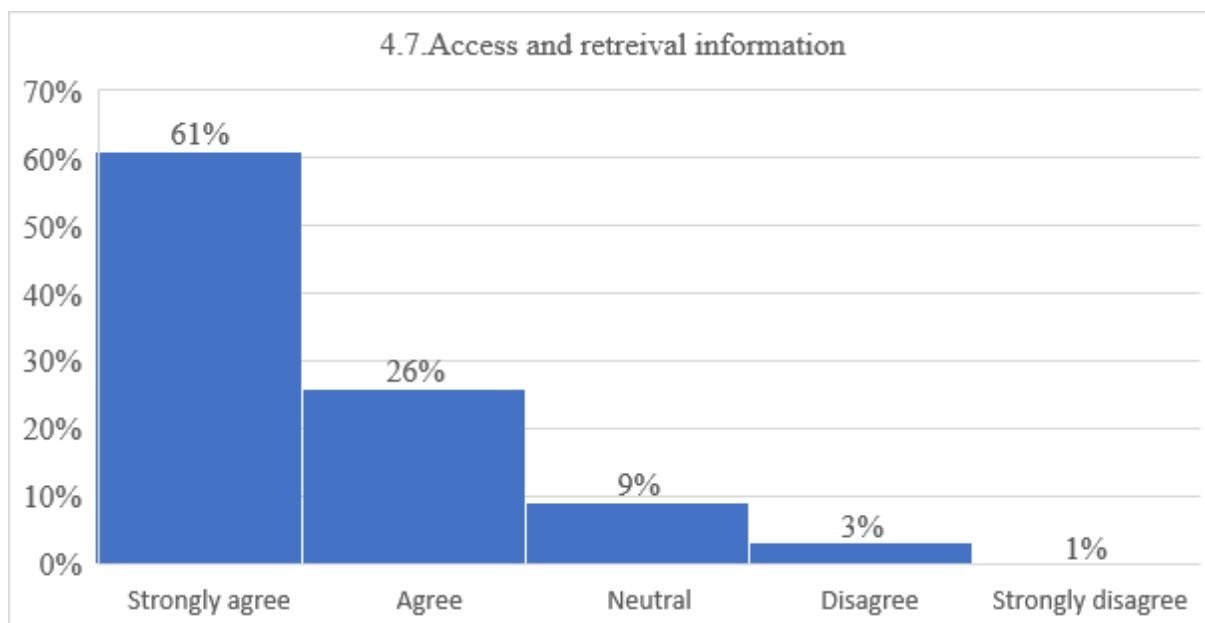
**Source:** Primary data

**Interpretation:**

The above graph shows that 23% of employees are agree, 4% of employees are neutral, 4% of employees are disagree, 1% of employee are strongly disagree and 62% of employees are strongly agree that HRIS helped in managing employee information and data.

**4.7. HRIS improved the ability to access and retrieve HR-related information quickly**

S.No	Particulars	No of Respondents	Percentage
1	Strongly agree	49	61%
2	Agree	21	26%
3	Neutral	7	9%
4	Disagree	2	3%
5	Strongly disagree	1	1%
	Total	80	100%



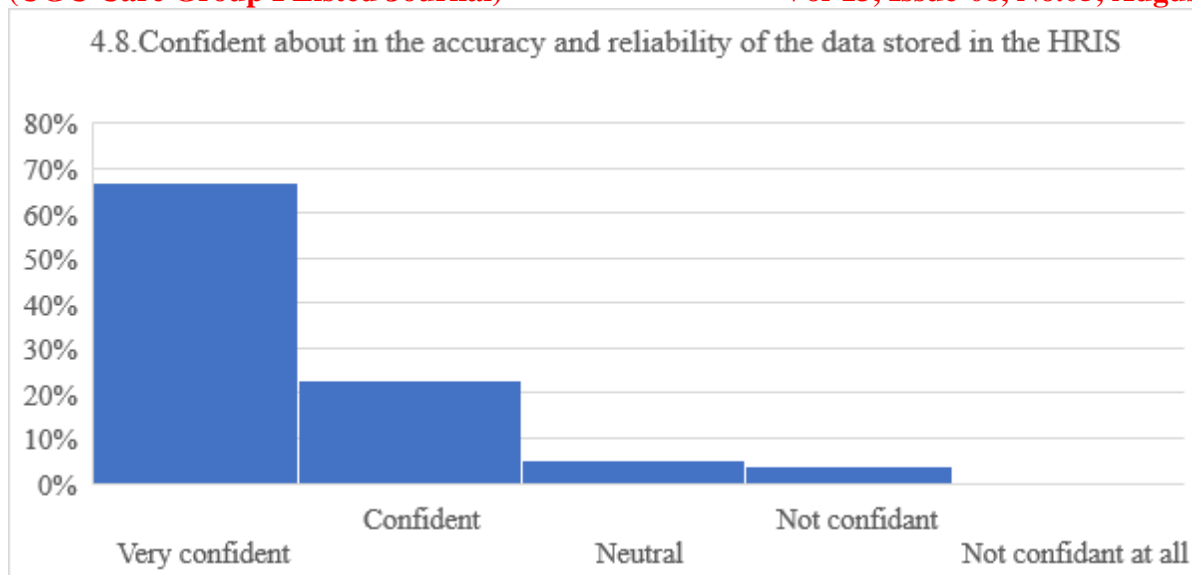
**Source:** Primary data

**Interpretation:**

The above graph shows that 26% employees are agree, 9% of employees are neutral, 3% of employees are disagree, 1% of employees are strongly disagree and 61% of employees are strongly agree that HRIS improved the ability to access and retrieve HR-related information quickly.

**4.8. Confident about in the accuracy and reliability of the data stored in the HRIS**

S.No	Particulars	No of Respondents	Percentage
1	Very confident	54	67%
2	Confident	18	23%
3	Neutral	4	5%
4	Not confident	3	4%
5	Not confident at all	1	1%
	Total	80	100%



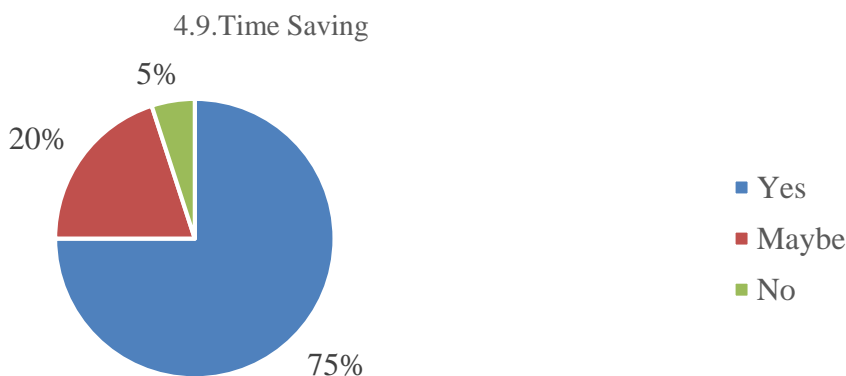
**Source:** Primary data

**Interpretation:**

The above graph shows that 23% of employees are agree, 5% employees are neutral, 4% employees are disagree, 1% employees are strongly disagree and 67% employees are strongly agree that HRIS improved the accuracy and reliability of HR data and records.

**4.9. Employee experience towards time saving while uploading the information**

S.No	Particulars	No of Respondents	Percentage
1	Yes	60	75%
2	Maybe	16	20%
3	No	4	5%
	Total	80	100%



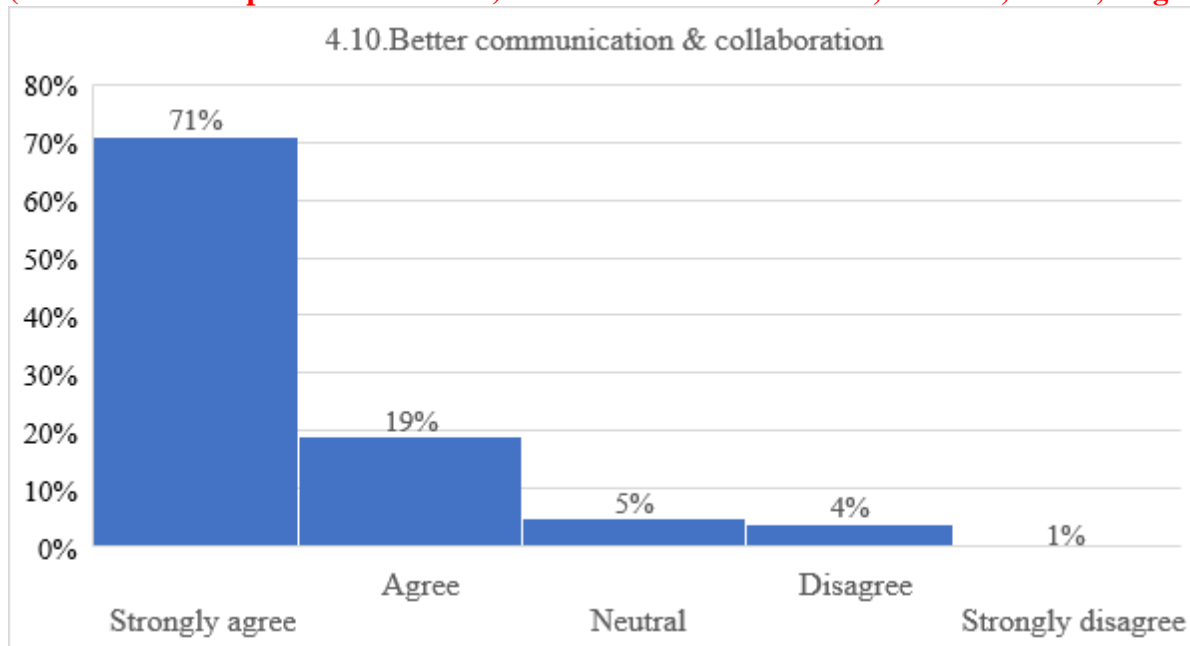
**Source:** Primary data

**Interpretation:**

The above graph shows that 75% of employees are agree that by using HRIS they save their time in performing HR tasks since the implementation of the HRIS.

**4.10. HRIS facilitates better communication and collaboration within the organization**

S.No	Particulars	No of Respondents	Percentage
1	Strongly agree	57	71%
2	Agree	15	19%
3	Neutral	4	5%
4	Disagree	3	4%
5	Strongly disagree	1	1%
	Total	80	100%



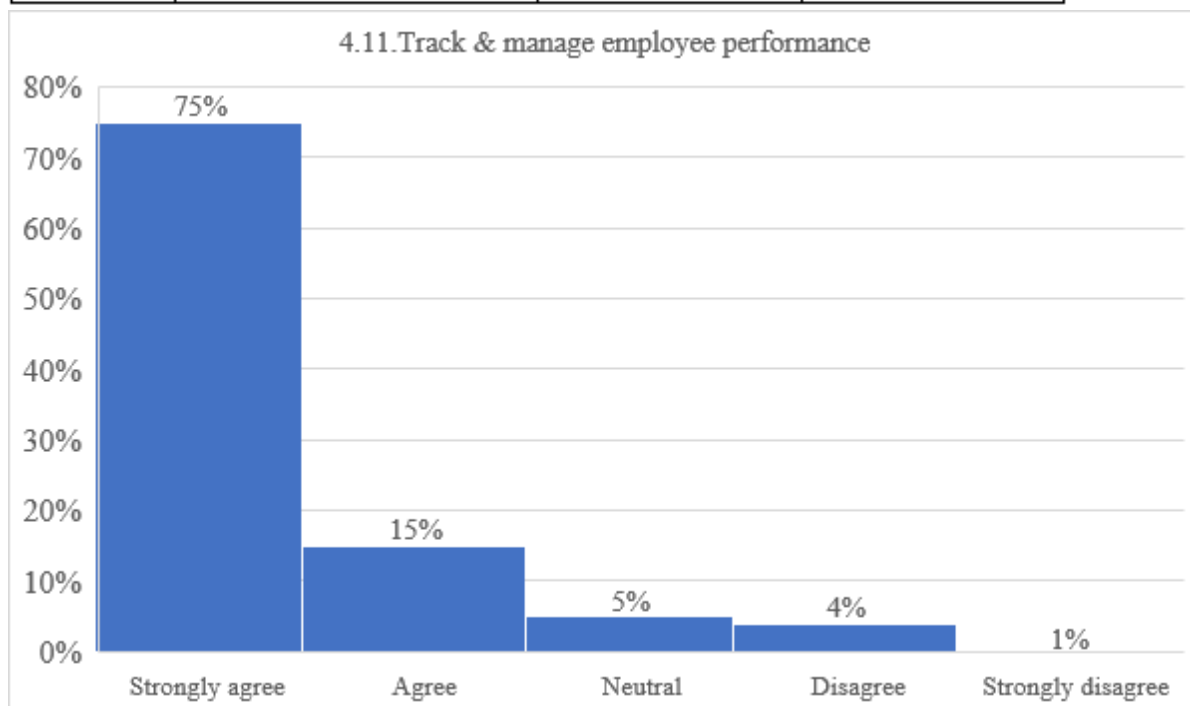
**Source:** Primary Data

**Interpretation:**

The above graph shows that 19% of employees agree, 5% employees are neutral, 4% employees are disagree, 1% employees are strongly disagree and 71% employees are strongly agree that HRIS facilitates better communication and collaboration within the organization.

**4.11. HRIS enhanced the ability to track and manage employee own performance and goals**

S. No	Particulars	No of Respondents	Percentage
1	Strongly agree	60	75%
2	Agree	12	15%
3	Neutral	4	4%
4	Disagree	3	3%
5	Strongly disagree	1	1%
	Total	80	100%



**Source:** Primary data

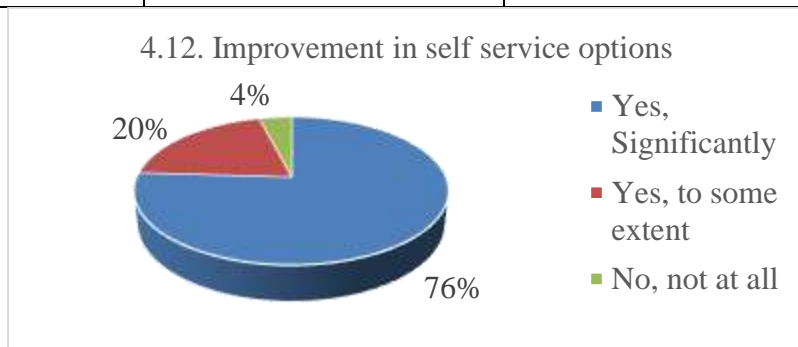


**Interpretation:**

The above graph shows that 15% of employees are agree, 5% employees are neutral, 4% employees are disagree, 1% employees are strongly disagree and 75% employees are strongly agree that HRIS enhanced the ability to track and manage employee own performance and goals.

**4.12.Improvements in employee self-service options and functionalities through the HRIS**

S.No	Particulars	No of Respondents	Percentage
1	Yes, significantly	61	76%
2	Yes, to some extent	16	20%
3	No, not at all	3	4%
	Total	80	100%



**Source:** Primary data

**Interpretation:**

The above graph shows that 76% of employees are agree that HRIS improves in employee self-service options and functionalities in organization. 20% of employees are agree with some extent and 4% of employees are opt not at all.

**4.13.Employee satisfaction with the use of HRIS**

S.No	Particulars	No of Respondents	Percentage
1	Highly Satisfied	57	72%
2	Satisfied	13	16%
3	Neutral	4	5%
4	Dissatisfied	3	4%
5	Highly dissatisfied	2	3%
	Total	80	100%

**HYPOTHESIS:**

- H0: There is no significant Impact of satisfaction level of the employees from HRIS
- H1: There is significant Impact of satisfaction level of the employees from HRIS

Descriptive Statistics			
	Mean	Std. Deviation	N
satisfaction	1.5250	.89972	80
communication	1.4500	.85536	80
access	1.5625	.85453	80
performance	1.4125	.85231	80
streamline	1.6125	.97427	80

**FINDINGS**

- It is observed that 17% were aged 20-25, 40% were aged 25-30, 23% were aged 30-35, 13% were 35-40 and 7% were aged above 40 years old.
- It is observed that 10% were Diploma, 53% were graduated remaining 37% were post graduated.
- It is observed that there are more unmarried employees (60%) than married employees (40%).
- It is observed that 70% of the respondents are working from below 5 years. Whereas a smaller percentage (30%) of respondents are working from more than 5 years.

- It is observed that 90% employees agree that HRIS helped streamline HR processes and reduce manual work
- It is observed that 85% of employees are agree that HRIS helped in managing employee information and data.
- It is observed that 87% employees are agree that HRIS improved the ability to access and retrieve HR-related information quickly.
- It is observed that 90% of employees are agree that HRIS improved the accuracy and reliability of HR data and records.
- It is observed that 75% of employees are agree that by using HRIS they save their time in performing HR tasks since the implementation of the HRIS.

## **CONCLUSION**

Technology is completely changing the way we do things. The role of HRIS are increasing and become strategic through availability of timely information, improvement in the services played an important role. The results have showed through of questionnaires that's distributed that there is - in general - a level of acceptance to a good quality of each system quality, information quality. Usefulness, and ease of use. The empirical evidence HRIS success was affected by HRIS satisfaction, which, in turn, was influenced by perceived HRIS system quality, perceived HRIS information quality, perceived HRIS ease of use and perceived HRIS usefulness.

The results of this study revealed that there is a high association between perceived HRIS information quality and HRIS satisfaction. Many studies have found that information quality is important for the success of general IS (Christopher, 2007). The study results show that HRIS information quality makes HRIS more valuable to users by providing them with up to date, complete and detailed information to assist their decisions and by providing them with easy-to-understand information that is relevant to their work. In the end, through the results of research noted that information systems play an important role that cannot be ignored, and there is a good approval from the workers to keep pace with technological developments, but a manner not prejudicial their security career primarily, and shows their potential and competencies at second-class.

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