

Human Resources Information System - Its Benefits and Importance with Respect to Recruitment in Modern Corporate Scenario

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Abstract: The Emerging trends in modern management have lead to higher use of technology in executing all its functions. Recruitment as a function is no exception to this. Information technology can be used as a weapon to enhance nearly every aspects of recruitment process. Use of Human resources information system in recruitment allows a company to rightly identify potential candidates for right job and it also attracts prospective employees to apply for the job, to attract a wide pool of candidates, to get needed information about after hire candidates (Employees) and their complete database for future use, HRIS also makes it easier for the company to know the exact cost spent on recruitment which helps in budgeting future recruitment cost. The paper will emphasize the benefits and importance of Human Resource Information system with respect to recruitment in corporate scenario

Keywords— HRIS, Recruitment, Candidates, Corporate scenario.

I. INTRODUCTION

Embedding a secret image is an efficient and robust Recruitment is a core function of human resources Management. It is a process of attracting, selecting, appointing, suitable candidates for various job positions in an organisation. Recruitment in the modern corporate scenario needs to be handled with more up gradation. For inducing such advancement in recruitment information system plays a major role .Human resources Information System helps the organisation in almost all the stages of recruitment. I.e. HRIS can simplify the work of the talent acquisition team by posting the job vacancies in the company’s website. Qualified applicants for the job can be easily sort from the entire applications received by HRIS which involves less time and money compared to manual recruitment process.

HRIS can also support various after recruitment processes like highlighting potential employees, maintaining complete records on existing employees, facilitating employee training and developing their talents and skills.

RECRUITMENT MODULE THROUGH HRIS



HIGHLIGHTS OF HRIS IN RECRUITMENT PROCESS

- To organize the entire recruitment process in distinct and feasible.
- HRIS for recruitment is the ease for converting information submitted by the applicants into employee files. This conversion process will mitigate errors and save time
- To rightly identify potential and capable candidates for suitable job vacancies in the organisation.
- To attract and to induce interest in the prospective candidates to apply for the job in the organisation.
- To reduce the total cost spends on recruitment process and also helps in budgeting future recruitment cost.

IMPORTANCE OF HRIS IN RECRUITMENT PROCESS

Rural Recruitment

By computerizing the recruitment process it is much easier to find talents across the globe. This allows the corporate to hunt talents even from a rural place without any geographical limits.

Associative Hiring

The managers in association with HR professionals can take immediate decisions in hiring a candidate without any delay by using HRIS. Shortlisted candidates can be listed separately and feedback about the interview process can be added .which will help in channelizing the further process of recruitment.

Maximise employee satisfaction

Employee candidates will be more convenient and satisfied by the use of HRIS in recruitment process which will lead to higher employee retention.

CONCLUSION

HRIS benefits the corporate to get its competitive edge in recruiting high quality and skilful employees. The Information Technology can sure-fire for HR to streamline the recruitment process in the modern corporate scenario. Today every organisation is in a position to adopt technology in executing their functions. HRIS makes this struggle at an ease. The use of computerised HRIS in recruitment is most effective than manual recruitment because it helps in recruiting qualified employees and also to maintain accurate employee data base which in turn is more cost effective.

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