



## Human Resource Management System

### How to understand which HRMS suits an organisation the best?

It's no secret that today's human resource management systems can significantly improve your bottom-line. By redesigning how your HR department does business and implementing the right system, you can streamline interdepartmental processes and achieve a high return on your investment. A correct HRMS could create an inspired, connected and efficient workforce. There are many factors to be considered that determine the choice of HRMS solution, following are few critical ones:

#### **Build your team.**

Assemble the team of people who will decide what your company needs from the new system and what features it must have.

#### **Evaluate your current system.**

To take full advantage of a new HR system, you need to do more than simply add technology to your current processes. The more you know about the problems you expect the new system to solve, the more successful your final choice will be.

#### **Examine your own department.**

Identify areas of your system that are problematic and devising solid plans to change them, you can ensure that your new HR system truly will provide all the improvements you're hoping for.

#### **Aim high.**

Just about any product can track attendance and salary. A good HR system should do much more.

#### **Agree on your needs.**

Create a prioritized list of all the features the new system should have.

#### **Build a case for change.**

It is important to determine all the ways your company will benefit from the system, both directly and indirectly.

#### **Don't forget about hard-to-quantify benefits.**

The right HR system can greatly reduce the administrative burden on your Human Resources staff. It can free them from clerical tasks and allow them to focus on more important matters like regulatory compliance, reducing insurance costs, and better tracking of payroll, benefits and attendance. This increased productivity can allow your company to improve employee retention, reduce staffing redundancies, and drastically decrease the amount of time and money spent on recruiting and training.

#### **Keep customization in mind.**

It is important that the software is customized as per the company processes and requirement.

## The important factors that determine the choice of an HRMS solution?

Human resource is a company's greatest asset. By using the right HRMS an organisation can effectively manage and track its most valuable asset, thus improving efficiency and productivity. We have been working exclusively with various organizations across verticals for many years and our software HrWorQ has evolved into one which is capable of automating the most complex pay, benefit and accrual issues. We have learnt that following key features are essential for an efficient HR management solution:

- Employee Information Management,
- Recruitment Management,
- Policy Management,
- Performance Appraisal Management,
- Training & Development,
- Payroll and Taxation
- Supported with Intelligent Reporting & Analysis system.
- Workforce Management

An organization comprises of people that work as a Team. People function is critical to the entire organization to get the right person for the right job and who justifies the job requirements. HR and the Boardroom should be absolutely in sync so that the required outcome is derived out of the solution, which is increased efficiency, productivity and an Inspired workforce. HRMS benefits to the organization.

Innovative HR practices are critical for any organization in this ever evolving world. An inspired workforce is a great asset and also a key factor for competitive advantage that an organization can possess. In my opinion HRMS should be looked as a long term strategy of creating an efficient, empowered and passionate workforce which should also take into consideration Change readiness. We have been working with our clients in creating a solution which is in sync with their current and future business plan.

Numerous factors drive business success, but many companies are coming up short in one of the more critical elements the workforce motivation. HRMS helps organisations in planning the entire employee life cycle, recruitments, induction, training and development, appraisals, etc. It could help employees in understanding the culture, processes and policies of the organisation. It could also help in empowering employees with their career objectives, knowledge enhancement, and interactivity within the organization. The above mentioned points eventually lead to a positive work environment in which ideas are acknowledged and a TEAM spirit is created, HRMS could be a strategic tool to create an inspired workforce.