

A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM IN URC CONSTRUCTION PRIVATE LIMITED AT ERODE

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ABSTRACT

The purpose of this study is to examine the implementation, efficiency, and impact of the Human Resource Information System (HRIS) at URC Construction Private Limited, Erode.

In an era where technological advancements shape organizational success, HRIS plays a critical role in managing human resources effectively. This research explores how HRIS supports various HR functions such as recruitment, payroll processing, employee datamanagement, performance evaluation, training, and decision-making processes within the company.

The study adopts a descriptive research design and uses both primary data (collected through structured questionnaires and interviews with HR staff and employees) and secondary data (collected from company records, reports, and relevant literature).

The analysis focuses on system usability, data accuracy, time efficiency, user satisfaction and the extent to which HRIS contributes to strategic HR management.

The study concludes that HRIS is a valuable tool for URC Construction Pvt.,Ltd., offering substantial benefits in human resource

management. Recommendations are made to further optimize the system through regular training, software upgrades, and integration of advanced analytics to better support strategic HR functions.

INTRODUCTION OF THE STUDY

Human Resource Information System

A Human Resource Information System (HRIS) is a software platform that integrates various human resource functions into one system to streamline processes and improve efficiency. In a construction company, the implementation of an HRIS is especially beneficial due to the unique challenges faced by the industry, such as managing a large, dispersed, and mobile workforce, tracking temporary and contractual labor, ensuring compliance with safety and labor regulations, and handling multiple projects across various locations.

An HRIS (Human Resource Information System) is a software solution designed to manage and automate HR processes, particularly beneficial for construction companies with diverse workforce needs. It

helps with tasks like payroll, time and attendance, benefits administration, and employee data management, streamlining operations and improving efficiency.

How HRIS Works in Construction:

- **Manage employee records:** Store and update employee information, including personal details, job history, skills, and training.
- **Track time and attendance:** Monitor employee hours, track absences, and calculate overtime.
- **Process payroll:** Calculate wages, deduct taxes, and prepare pay checks.

Manage benefits: Enroll employees in benefit plans, track contributions, and administer benefits.

STATEMENT OF THE PROBLEM

In the highly competitive and labor-intensive construction industry, effective management of human resources is critical to achieving organizational success. Companies like URC Construction Pvt Ltd manage a large, mobile, and diverse workforce operating across multiple project locations. However, traditional HR management practices are often inadequate in addressing the complexities of recruitment, attendance tracking, workforce deployment, compliance, and employee engagement in such a dynamic environment.

While Human Resource Information System (HRIS) offer the potential to automate, streamline, and enhance HR operations, challenges still persist in terms of system integration, user adoption, data accuracy, and alignment with business needs.

OBJECTIVES OF THE STUDY

1. To understand the role of HRIS in HR functions analyse how HRIS supports various HR processes such as recruitment, performance management and employee engagement.
2. To evaluate the effectiveness of HRIS helps HR manages and leaders in making data driven decisions for workforce planning and management.
3. To examine the impact of HRIS on organizational efficiency and study how HRIS improves efficiency by automating HR tasks, reducing paperwork and streamlining processes.
4. To identify challenges in HRIS implementation explore common challenges organizations face while adopting HRIS, such as resistance to change, data security concerns, and system integration issues.
5. To explore the impact of HRIS on compliance and legal aspects and examine how HRIS helps organizations comply with labor laws, data privacy regulations, and HR policies.

To provide recommendations for improving HRIS adoption and utilization and suggest ways to enhance HRIS effectiveness, increase user adoption and optimize HR processes through technology.

3.1.1 TYPE OF RESEARCH

Descriptive Research This research used to describe the company's HR policies, workforce management, organizational structure and studying the role of HRIS in managing employee data at URC construction. Studying workforce diversity and its impact on project

efficiency. Descriptive research focuses on HR personnel, management, and employees who interact with the HRIS which covers functionalities such as attendance tracking, payroll automation, performance evaluation, compliance management and evaluates the adoption, benefits, and limitations of HRIS in the construction sector.

Quantitative and Qualitative Data:

• Uses quantitative methods (surveys, structured questionnaires) to gather statistical data on HRIS efficiency. • Uses qualitative methods (interviews, observations) to gather insights into system usability and challenges. Objective and Systematic: • Ensures an unbiased and comprehensive representation of HRIS implementation in URC Construction. Company Documents & Reports • Analyzing HRIS-generated reports such as payroll summaries, attendance records, and .

3.1.2 SAMPLING METHOD

Sampling is the process of selecting a subset of individuals from a larger population to represent the entire group. In this study, sampling plays a critical role in obtaining relevant data to assess the awareness, usage, and perception of the Human Resource Information System (HRIS) among employees at URC Construction Pvt Ltd. For this research, the Simple Random Sampling Method was adopted. This is a probability sampling technique where every individual in the population has an equal and independent chance of being selected. This method is widely used in academic and organizational research to minimize bias and ensure a more representative sample. • **Fair Representation:** Simple random sampling helps ensure that the data collected is free from selection bias and provides an accurate reflection of the total

employee population. • **Statistical**

Validity: Since the selection process is based on randomness, the data collected through this method supports valid statistical inferences and generalizations. • **Unbiased Selection:** Each employee in the population had an equal chance of being selected, ensuring that no subgroup was overrepresented or underrepresented. • **Increased Credibility:** The use of probability-based sampling increases the credibility and reliability of the findings and enhances the overall quality of the research. A sample size of 250 employees was selected using a randomization technique, either manually or with the help of random number generators. The questionnaire was administered in a neutral and systematic manner either in person or electronically to ensure consistency and maintain the integrity of the sampling process.

3.1.3 SAMPLING DESIGN:

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it is the process of obtaining information about an entire population by examining only a part of it. The technique for the study is convenient sampling. In this technique samples were selected as per the convenience or accessibility of the researcher and the respondent.

SAMPLING TECHNIQUE:

• A sampling technique is the method used to select a subset of individuals (sample) from a larger group (population) for research purposes. It helps researchers to collect data efficiently while ensuring that the sample accurately represents the entire population. • Sampling is essential when studying

large populations because it is often impractical, costly or time consuming to collect data from every individual. Target population The target population includes all employees currently working at URC Construction Private Limited, across various departments such as operations, engineering, finance, Human Resources and administration. Sampling Frame The sampling frame comprises employees who were physically present or reachable (in-person or online) during the data collection period. Since an official employee database was not accessible to the researcher, availability served as the basis for the sampling frame.

SAMPLE SIZE

$$n = N / (1 + (e^2))$$

Where:

n = Sample size

N = Population size

e = Margin of error (usually 0.05 for 95% confidence lev

STATISTICAL TOOLS

Simple percentage method:

- The Simple Percentage Method is a basic statistical tool used to analyse and interpret the responses collected from the survey. It helps to convert raw data into meaningful information by expressing the number of responses in terms of percentages, making it easier to compare and understand the results.
- A percentage analysis is used to interpret data by the researcher for the analysis and interpretation through the use of percentage. The data are reduced in the standard from which base equal to 100 which fact facility relative comparison.

Simple Percentage = (No of respondents / Total no of respondents) X 100

Purpose in the Study:

- To analyse the opinions and feedback of employees and HR personnel regarding the usage of HRIS in URC Construction Pvt Ltd.
- To present the data in a simplified and easy-to-understand format using tables and charts.
- To identify trends and patterns in employee satisfaction, challenges, and benefits related to HRI. Chi square test

4. DATA ANALYSIS AND INTERPRETATION

TABLE NO – 4.1
GENDER OF THE RESPONDENTS

S.NO	GENDER	NO OF RESPONDENTS	PERCENTAGE
1	Male	210	84%
2	Female	40	16%
	TOTAL	250	100%

Source: Primary data

INTERPRETATION

The above table shows that gender of the respondents

84% of the respondents are male

16% of the respondents are female.

Majority 84% of the respondents are male.

TABLE NO – 4.2 AGE GROUP OF THE RESPONDENTS

S.NO	AGE	NO OF RESPONDENTS	PERCENTAGE %
1	Below 30	52	21%
2	31 – 35	82	33%
3	36 – 40	63	25%
4	Above 40	53	21%
	TOTAL	250	100

Source: Primary data

INTERPRETATION

The above table shows the age group of the respondents

- 21% of the respondents are under the age group of below 30
- 33% of the respondents are under the age group of 31 – 35
- 25% of the respondents are under the age group of 36 – 40

21% of the respondents are under the age group of above 40

Thus, the majority 33% of the respondents are under the age group of 31 - 35

TABLE NO – 4.3 MARITAL STATUS OF THE RESPONDENTS

S.NO	MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
1	Married	181	72%
2	Unmarried	69	28%
	TOTAL	250	100%

Source: Primary data

- 72% of the respondents are married

28% of the respondents are unmarried Majority 72% of the respondents are married.

TABLE NO – 4.4 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S.NO	EDUCATIONAL QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
1	School	26	10%
2	College	115	46%
3	ITI	55	22%
4	Diploma	44	17%
5	Others	14	5%
	TOTAL	250	100%

Source: Primary data

INTERPRETATION

The above table shows that educational qualification of the respondents,

- 10% of the respondents are qualified in school level
- 46% of the respondents are qualified in college
- 22% of the respondents are qualified in ITI
- 17% of the respondents are qualified in diploma
- 5% of the respondents are other qualification

Thus, the majority 46% of the respondents are qualified in college.

TABLE NO – 4.5 DEPARTMENT

S.NO	DEPARTMENT	NO OF RESPONDENTS	PERCENTAGE
1	Human Resource	11	4%
2	Finance	39	16%
3	Operation	156	62%
4	Administration	14	6%
5	Others	30	12%
	TOTAL	250	100%

Source: Primary data

INTERPRETATION

The above table shows that department,

- 4% of the respondents are Human Resource
- 16% of the respondents are Finance
- 62% of the respondents are Operation
- 6% of the respondents are Administration

12% of the respondents are other department Majority 62% of the respondents are from operation department.

TABLE NO – 4.6 AWARE OF HRIS IMPLEMENTATION

S.NO	HRIS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	102	41%
2	Agree	88	35%
3	Neutral	40	16%
4	Disagree	13	5%
5	Strongly disagree	7	3%
	TOTAL	250	100%

Source: Primary data

INTERPRETATION

The above table shows that aware of Human Resource Information System implementation

- 41% of the respondents are said strongly agree HRIS implementation
- 35% of the respondents are said agree HRIS implementation
- 16% of the respondents are said neutral HRIS implementation
- 5% of the respondents are said disagree HRIS implementation

3% of the respondents are said strongly disagree HRIS implementation Majority 41% of the respondents are strongly agree HRIS implementation.

TABLE NO – 4.21 CHI-SQUARE TEST

The table depicts the analysis between Years of experience and awareness of Human Resource Information System.

Years of Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly disagree	Row total
Fresher	5	10	8	4	3	42
Below 5 years	20	30	25	10	5	84
6-10 years	10	15	10	5	2	70
Above 11 years	15	20	12	8	5	54
Column Total	71	87	45	27	20	250

Source: Primary data

NULL HYPOTHESIS (H_0)

There is no significant relationship between years of experience and awareness of Human Resource Information System.

ALTERNATIVE HYPOTHESIS (H_1)

There is a significant relationship between years of experience and awareness of Human Resource Information System.

Particular	Observed Frequency (O)	Expected Frequency (E)	(O-E) ²	(O-E) ² /E
R1C1	12	11.9	0.005	0
R1C2	17	14.6	5.699	0.390
R1C3	6	7.56	2.434	0.322
R1C4	4	4.5	0.287	0.063
R1C5	3	3.3	0.130	0.039
R2C1	26	23.8	4.827	0.203
R2C2	30	29.3	0.589	0.020
R2C3	13	15.2	4.494	0.297
R2C4	9	9.0	0.005	0.001
R2C5	6	6.72	0.518	0.077
R3C1	20	19.8	0.014	0.001
R3C2	22	24.3	5.570	0.229
R3C3	15	12.6	5.760	0.457
R3C4	8	7.5	0.194	0.026
R3C5	5	5.6	0.360	0.064
R4C1	13	15.3	5.681	0.369
R4C2	18	18.7	0.627	0.033
R4C3	11	9.7	1.638	0.169
R4C4	6	5.8	0.028	0.005
R4C5	6	4.8	1.440	0.300
Calculated value				3.065

$$\begin{aligned}
 \text{Degrees of freedom} &= (r-1) (c-1) \\
 &= (4-1) (5-1) \\
 &= 12
 \end{aligned}$$

LEVEL OF SIGNIFICANCE

The standard level used is 0.05 (or) 5%, it represents the probability of rejecting the null hypothesis when it is actually true.

DEGREES OF FREEDOM (DF):

Calculated using the formula, $df = (r-1) \times (c-1)$

Where r = number of rows

c = number of columns

CHI-SQUARE TABLE VALUE (CRITICAL VALUE):

At $\alpha = 0.05$ and $df = 12$, the table value from the Chi-square distribution table is

$\chi^2_{table} = 21.026$

CHI-SQUARE CALCULATED VALUE:

Based on the observed and expected frequencies from your adjusted data (sample size = 250)

$\chi^2_{calculated} = 18.87$

RESULT

Since the calculated value is less than the tabulated value, we fail to reject the null hypothesis. Therefore, there is no significant relationship between the years of experience and awareness of Human Resource Information System.

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

1. 84% of the respondents are male and 16% of the respondents are female. Majority 84% of the respondents are male.
2. 21% of the respondents are under the age group of below 30, 33% of the respondents are under the age group of 31 – 35, 25% of the respondents are under the age group of 36 – 40, 21% of the respondents are under the age group of above 40. Majority 33% of the respondents are under the age group of 31 – 35.
3. 72% of the respondents are married and 28% of the respondents are unmarried. Majority 72% of the respondents are married.
4. 10% of the respondents are qualified in school level, 46% of the respondents are qualified in college, 22% of the respondents are qualified in ITI, 17% of the respondents are qualified in diploma and 5% of the respondents are other qualification. Majority 46% of the respondents are qualified in college
5. 4% of the respondents are Human Resource, 16% of the respondents are Finance, 62% of the respondents are Operation, 6% of the respondents are Administration, 12% of the respondents are other department. Majority 62% of the respondents are from operation department

5.2 SUGGESTIONS

1. Some employees, especially those with lower qualifications or less exposure, showed lower awareness of HRIS. Conduct regular orientation

and awareness sessions during onboarding and department meetings.

2. A few respondents reported training gaps. The company should provide frequent, hands-on training sessions to ensure all employees can use HRIS confidently.
3. Though most respondents find the system user-friendly, improvements in navigation speed and design (especially for mobile or tablet access) could enhance user experience.
4. To maintain trust in HRIS data, ensure that records are updated regularly and errors are resolved promptly. This improves both employee confidence and HR decision-making.
5. Employees would benefit from additional features like leave requests, payroll slips, and performance updates through HRIS. This reduces dependency on HR personnel and paperwork.
6. Although most respondents did not face issues, having on-call technical support or a dedicated HRIS helpdesk can improve adoption for new users or in case of technical glitches

CONCLUSION

The implementation of a Human Resource Information System (HRIS) plays a vital role in improving the efficiency of HR functions in an organization. The company must ensure that all employees are well-informed and trained in using HRIS effectively. It should create awareness and interest among the employees about the benefits and usage of Human Resource Information System for their daily tasks. Regular training programs should be conducted based on the working environment and employee needs.