



Chief Editor

Dr. A. Singaraj, M.A., M.Phil., Ph.D.

Editor

Mrs.M.Josephin Immaculate Ruba

Editorial Advisors

1. Dr.Yi-Lin Yu, Ph. D
Associate Professor,
Department of Advertising & Public Relations,
Fu Jen Catholic University,
Taipei, Taiwan.
2. Dr.G. Badri Narayanan, PhD,
Research Economist,
Center for Global Trade Analysis,
Purdue University,
West Lafayette,
Indiana, USA.
3. Dr. Gajendra Naidu.J., M.Com, LL.M., M.B.A., PhD. MHRM
Professor & Head,
Faculty of Finance, Botho University,
Gaborone Campus, Botho Education Park,
Kgale, Gaborone, Botswana.
4. Dr. Ahmed Sebihi
Associate Professor
Islamic Culture and Social Sciences (ICSS),
Department of General Education (DGE),
Gulf Medical University (GMU), UAE.
5. Dr. Pradeep Kumar Choudhury,
Assistant Professor,
Institute for Studies in Industrial Development,
An ICSSR Research Institute,
New Delhi- 110070.India.
6. Dr. Sumita Bharat Goyal
Assistant Professor,
Department of Commerce,
Central University of Rajasthan,
Bandar Sindri, Dist-Ajmer,
Rajasthan, India
7. Dr. C. Muniyandi, M.Sc., M. Phil., Ph. D,
Assistant Professor,
Department of Econometrics,
School of Economics,
Madurai Kamaraj University,
Madurai-625021, Tamil Nadu, India.
8. Dr. B. Ravi Kumar,
Assistant Professor
Department of GBEH,
Sree Vidyanikethan Engineering College,
A.Rangampet, Tirupati,
Andhra Pradesh, India
9. Dr. Gyanendra Awasthi, M.Sc., Ph.D., NET
Associate Professor & HOD
Department of Biochemistry,
Dolphin (PG) Institute of Biomedical & Natural Sciences,
Dehradun, Uttarakhand, India.
10. Dr. D.K. Awasthi, M.SC., Ph.D.
Associate Professor
Department of Chemistry, Sri J.N.P.G. College,
Charbagh, Lucknow,
Uttar Pradesh. India

ISSN (Online) : 2455 - 3662

SJIF Impact Factor :5.148

EPRA International Journal of Multidisciplinary Research

Monthly Peer Reviewed & Indexed
International Online Journal

Volume: 5 Issue: 4 April 2019



Published By :EPRA Publishing

CC License





A STUDY ON EFFECTIVENESS OF EXISTING HRMS AND EXPECTATION ON NEW HRMS SOFTWARE IN VELLORE HOTELS

N.Anisha Parveen

Department of Management Studies
D.K.M Women's Arts and Science College, Vellore

ABSTRACT

In this Paper, a study on the Effectiveness of using an Application WinHRMS is being analyzed with comparing the Existing Human Resource Activities, for the general purpose of studying how it impact the daily activities like Attendance maintenance, Payroll for Human Resource Department etc., SPSS is used as the statistical tool for analyzing the efficiency of the WinHRMS Application by carrying out various tests like One Way-ANOVA Test, Percentage Analysis etc., to understand the betterment of the Human Resource Activities.

1.1 OBJECTIVES OF THE STUDY

Primary Objective:

- ✓ To identify the effectiveness of old software WINHRMS at GRT hotels

Secondary Objective:

- ✓ To explore and analyse the requirement of new software talent oz
- ✓ To study the efficiency of old vs new HRMS software
- ✓ To Study the usage of WINHRMS when compared to Talent OZ

1. INTRODUCTION

Usage of E-Application's Contribution on HRM

Human Asset Administration has Numerous Capacity and accumulation of Abilities With A few goals needs and assignment. There is Numerous Weight on HR (Human Asset) to Help Key Objectives and To Some Esteem Including Exercises. There are Numerous Significance Of Utilizing Data Innovation In Human Asset Capacities.

The HRM Depends on Data Innovation Since It Assumes a Noteworthy Part In Inn Industry Now a days In Lodging Industry The vast majority of the framework are Distributed computing It makes Work Less demanding.

This Undertaking researches the utilization of Representative Following Framework in GRT Lodging Vellore Pvt Ltd. The investigation gives bits of knowledge into a structure of e-HRM and Human Asset Data Framework (HRIS) with reference to enrollment and in addition the degree of consistency, alongside its advantages and constraints.

1.1 INDUSTRY PROFILE

Introduction

The Indian friendliness industry has risen as one of the key drivers of development among the administrations segment in India. Inns (Neighborliness Industry and Tourism) in India has noteworthy potential considering the rich social and chronicled legacy, assortment in environment, territories and spots of normal excellence spread the nation over.

Tourism is likewise a possibly huge business generator other than being a noteworthy wellspring of remote trade for the nation. India's Remote Trade Income (Charges) expanded by 17.6 for every penny year-on-year in January 2018 over January 2017.

HR Trend In Hotel Industry

India is relied upon to climb five spots to be positioned among the main five business travel advertise all around by 2030, as business travel spending in the nation is required to treble until 2030 from US\$ 30 billion of every 2015.

Universal lodging networks will probably expand their extension and speculation designs in India, and are relied upon to represent 50 for each penny share in the Indian neighborliness industry by 2022, from the current 44 for each cent.*

2.1 REVIEW OF LITERATURE

Paper-1:

Author and Publications: V. ThamaraiSelvan

According to the research study conducted by ThamaraiSelvan This paper concentrate on the technological aspects of HR for measuring the human capital using Hr. The technology optimize the work process and using the Technology tools in HR it can achieve HR task by using the source of technology.

Paper-2 Author and Publications: Sumankathuriya (2014) Sumankathuriya conducted a study on To identify the role of computerization in all the key functions Of HRM .it mainly focus on employees, technological came to reduce Man power HR has a many administrative activities technology has introduced many specialized human resource management systems. HR executives mainly concentrate On Internal IT and External IT and Maintain a HRIS

Paper-3: Author and Publication: Omer Faruk June-(2012)

Omar Faruk conduct a study on Impact of information Technology in HR in HR functions employers, Managers supplier's customer's expectations has been increased for HR functions human capital and knowledge makes very important as expected author says that in sometimes HRM can be unsuccessful in adaption of IT.

Paper-4: Author and Publication: Emma Parry, Emma Parry conducted a study on concept of IT in HR Author is broader process of strategic It is a core competency for the organization, it leads as a unique one it has a values, difficult, limitability and resources information is very important past present it is used to identify and it also forecast the supply and demand with the use of IT resources.

Paper-5: Author and Publication: Dr. V. K. JAIN ,June(2014)

There are two types of technological things in other one is globalization and liberalization this are the HR function the HR professionals should use the information technology for developing the challenges and growth. **3.**

RESEARCH METHODOLOGY

The present study performs a systematic and exploratory analysis study to investigate the role of internet and information technology (IT) on human resources management using the Primary Data with the help of Questionnaire prepared for the purpose of analysing the usage of IT in HRM on GRT Sameera Hotel in Vellore.

3.1 RESEARCH DESIGN:

Research Design is the basic framework or provide a plan for a study that sketch the collections of data and analysis of data. In this study, there is a Descriptive type of research design that includes surveys and fact finding enquiries of different kind of opinion from the customers. The information is collected from the individuals and analysed with the help of different statistical tools, to find the perception level of customer.

SAMPLE FRAME:

Sample area is individual employees of GRT Sameera Vellore Pvt Ltd.

SAMPLING METHOD:

The Sample was collected from various employees of GRT Sameera Hotel which is situated in Vellore. It was also collected through visiting various departments just go and by having formal and informal communication and also by filling the questionnaire. The data has been analysed by using mathematical statistical units.

A decision has to be taken concerning a sampling unit before selecting sample. The population for this study includes the employees of GRT hotels. The total population for the study is 110.

SAMPLE SIZE:

A Sample of 62 employees was chosen for this study.

3.2 LIMITATIONS OF THE STUDY

- ✓ The size of sample was 62 respondents only. If the sample size were more that the results of the inferences would have been different.

3.3 METHOD OF DATA COLLECTION:

Primary Data:

Primary Data are those which are collected for the time being and they are original in character. The Primary Data collection was done through the questionnaire method from the respondents.

3.4 DATA AND PROCESSING

RESEARCH INSTRUMENT:

Questionnaire is used as instrument for collecting data.

SECONDARY DATA:

Books, Journals, Websites and Magazines Articles

3.5 STATISTICAL TOOL FOR ANALYSIS

- ✓ One way ANOVA
- ✓ Descriptive Statistics

The one-way analysis of variance (ANOVA) is used to determine whether there are any statistically significant differences between the means of two or more independent (unrelated) groups

4. ONE WAY ANOVA

Hypothesis:

Employee's Department VS Existing HRMS:

Ha1- There is significant difference between employee's department and their feedback existing HRMS

H01- There is no significant difference between employee’s department and their feedback existing HRMS

Employee’s Department VS New HRMS:

Ha2- There is significant difference between department of employee and their feedback New HRMS

H02- There is no significant difference between department of employee and their feedback New HRMS

Employee’s Experience VS Existing HRMS:

Ha3- There is significant difference between experience of employee and their feedback existing HRMS

H03- There is no significant difference between experience of employee and their feedback existing HRMS

Employee’s Experience VS New HRMS:

Ha4- There is significant difference between experience of employee and their expectations new HRMS

H04- There is no significant difference between experience of employee and their expectations new HRMS

Employee’s Designation VS New HRMS:

Ha5- There is significant difference between designation of employee and their expectations new HRMS

H05- There is no significant difference between designation of employee and their expectations new HRMS

Employee’s Designation VS Existing HRMS:

Ha6- There is significant difference between designation of employee and their expectations existing HRMS

H06- There is no significant difference between designation of employee and their expectations existing HRMS

Existing HRM-Overall Feedback:

Ha- The overall feedback of existing software is Good

H0- The overall feedback of existing software is not Good

- To Measure the Overall feedback of existing software
- To Measure The level of payroll system in existing software
- To measure the level of attendance management in existing software
- To measure the level of leave management in existing software
- To measure the employee details maintenance in existing software
- To measure the training attendance maintenance in existing software
- To measure the training and development activities existing software
- To measure the Online Notice Board in existing software

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
existinghrm	61	3.43	4.86	4.2529	.30683
payroll of the employee	61	3	5	4.69	.534
attendance management	61	3	5	4.20	.703
leave management	61	3	5	4.13	.763
employee details management	61	3	5	4.26	.772
training attendance management	61	3	5	4.13	.741
training and development activities	61	3	5	4.23	.693
online notice board	61	3	5	4.13	.763
Valid N (listwise)	61				

Inference:

- There is a high level of satisfaction on payroll system in existing software
- There is a medium level of satisfaction on attendance management in existing software
- There is a medium level of satisfaction on leave management in existing software
- There is a high level of satisfaction on employee details maintenance in existing software
- There is a medium level of satisfaction on training & development activities in existing

software

- There is a medium level of satisfaction on training attendance maintenance in existing software
- There is a high level of satisfaction on online notice board in existing software

New HRM-Overall Feedback:

Ha8- The overall feedback of New HRMS is Medium

H08- The overall feedback of New HRMS is not Medium

- To Measure the Overall feedback of new software
- To measure the payslip availability system in new software
- To measure the leave details availability system in new software
- To measure the applying leave through online in new software
- To measure the applying Employee Management & Individual Employee Details Maintenance in new software
- To measure the Training attendance in new software
- To measure the Training topics in new software
- To measure the induction details in new software
- To measure the posting queries through online new software
- To measure the automation of feedback new software
- To measure the fixing appointment to meet HR new software
- To measure the exit interview new software
- To measure the automation of medical record online new software
- To measure the availability of shift timing new software

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
newhrm	61	3.31	4.92	4.2850	.33215
shift time table	61	3	5	4.25	.745
automation of medical records	61	3	5	4.30	.738
Payroll slip availability in s/w	61	2	5	4.33	.811
Leave Details Availability in S/W	61	3	5	4.26	.772
Applying Leave Through S/W	61	3	5	4.44	.646
Individual Employee Details Maintenance	61	3	5	4.28	.636
Training attendance	61	3	5	4.36	.708
Training Topics	61	3	5	4.30	.760
Induction Detail	61	3	5	4.28	.756
Posting Queries Through Online	61	3	5	4.21	.798
Automation Of Employee Feedback	61	3	5	4.36	.708
Fixing Appointment To Meet hr	61	3	5	4.25	.722
exit interview	61	3	5	4.33	.724
Valid N (listwise)	61				

Inference:

- There is a high level of satisfaction on payroll system in new software.
- There is a Medium level of satisfaction in leave details availability in new software
- There is a high level of satisfaction in applying leave through online in new software
- There is a high level of satisfaction in individual employee details in new software
- There is a high level of Individual Employee Details Maintenance satisfaction in new software
- There is a high level of training attendance is new software
- There is a high level of training topics in new software
- There is a high level of induction details in new software
- There is a high level of online queries in new software
- There is a high level of automation of employee feedback in new software
- There is a medium level of fixing appointment to meet hr for meeting
- There is a high level of exit interview in new software
- There is a high level of automation of medical records details of employees in new software

- There is a high level of availability of shift time table in new software.

5. CONCLUSION

5.1 SUGGESTIONS & RECOMMENDATIONS:

The mean value of the Contribution of Existing Software is medium and so the mean value for the new HRMS is high in terms of various attributes. So GRT Hotels can adopt the following suggestions. The company shall focus on the HRM Activities based on Payroll, Attendance Management, Leave Management, Employee Details Management, Training Attendance Management Training and Development Activities, Online Notice Board etc., with the new HRMS involved in.

5.2. CONCLUSION & DIRECTION FOR FUTURE RESEARCH

Research has taken up existing HRMS application of GRT hotel Winhms and did a comparative study with new hrms application named talent From the inferences made from many analysis, the findings shows that the existing Software's contribution is medium among the employees that is resulting in lacking of HR Activities. To enhance the HR Activities and strategies, GRT Hotel must take an initiative step of launching the Talent oz application so that the hotel shall focus on the factors like Payroll, Attendance Management, Leave Management, Employee Details Management, Training Attendance Management Training and Development Activities and NB via Online

REFERENCES

1. Emma Parry, Cranfield School of Management, Cranfield, UK, Emma Parry, Hugh Wilson, (2009) "Concept of Information Technology and its Effect on Human Resources ", *Personnel Review*, Vol. 38 Issue: 6, pp.655-673.
2. V. ThamaraiSelvan , "Study on role of technology in Human Resources management" , ISSN Print: 2394-7500 ISSN Online: 2394-5869 Impact Factor: 5.2 IJAR 2015; 1(7): 472-475,
3. ÖmerFarukÜnal (1) , Mehmet Mete (2) (May 31 - June 01 2012) (1)-SüleymanDemirel University FEAS Social Work Department (2)-Dicle University FEAS Department of Management, 3rd International Symposium on Sustainable Development, , SUMAN KATHURIA Hamid Tohidi, , Published by Elsevier Ltd., "Human resources management main role in information technology project management" ISBN-1877-0509, 2010
4. Adewoye J. O. (Ph.D), Obasan, Kehinde, A "The Impact of Information Technology (IT) on Human Resource Management (HRM): . Case Study of Selected Banks from Lagos State and Oyo State in South West Nigeria"
5. ZUZANA KALMÁROVÁ, Human Resources Management & Ergonomics, "Technology changes Human Resources Role: Divergence vs Convergence Debate- A case study on Slovakia and UK" Volume VI , Published on 01 / 2012