On Business Intelligence Information Technology for Human Resource Management Workflow Systems

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Abstract—At present，enterprises around the world face increasingly difficult for human resource management (HRM). HR Manegers are being asked to show how their company's workforce policies affect its overall business plan. As a rule, this information is not readily available. In order to provide strategically sound answers, the HR Managers need the critical information provided by the right technology processes and analytical tools. With the advances in Business Intelligence tools, Business Intelligence Information Technology(BIIT) for Human Resource Management Workflow Systems(HRMWS) as decision support structure for assessing and administering all HRM functions. It offers access to precise, appropriate, wide-ranging information from HRMWS applications besides facilitating and more efficient tools to make improved and more calculated choices.

Keywords-*Business Intelligence Information Technology(BIIT); Human Resource Management Workflow Systems(HRMWS); Human Resource Management(HRM)*

I. INTRODUCTION

Enterprises around the world face increasingly difficult for human resource management (HRM). HR Manegers are being asked to show how their company's workforce policies affect its overall business plan. As a rule, this information is not readily available. In order to provide strategically sound answers, the HR Managers need the critical information provided by the right technology processes and analytical tools. They must be able to access and analyze data from all HR functional areas and employ appropriate methodologies to interpret the data, draw meaningful conclusions and make fact-based decisions.

With the advances in Business Intelligence tools, Business Intelligence Information Technology(BIIT) for Human Resource Management Workflow Systems(HRMWS) as decision support structure for assessing and administering all HRM functions. It offers access to precise, appropriate, wide-ranging information from HRMWS applications besides facilitating and more efficient tools to make improved and more calculated choices.

What is Business Intelligence? BIIT is a term coined for technologies and applications employed in data collection, access, analysis and information about an organisation's business. It refers to the use of several financial / non-financial metrics / key performance indicators to assess the present state of business and to assist in deciding future course of action. It is actionable intelligence.

What is Human Resource Management workflow Systems (HRMWS)?which provide a link between human resource management and information technology.

HRMWS allow enterprises to automate many aspects of HRM, with the dual benefits of reducing the workload of the HR department as well as increasing the efficiency of the department by BIIT.

Business Intelligence Information Technology for Human Resource Management Workflow Systems has the practical significance.

II. BIIT TRANSFORMING HRMWS DATA INTO BUSINESS ACUMEN

Today's advanced technology systems can assimilate essential HRMWS data and transform that data into business acumen that supports the broader enterprise business plan. Companies may have this expertise in house, or they may turn to HR outsourcers and consultants who have the data, technology and knowledge to provide solutions.

A. From Disparate HRMWS Data to Integrated Information

Many companies struggle with the problem of disparate data that is housed in separate HRMWS, making it difficult to extricate, and even harder to interpret.

The first step is to extract and combine data from the various vertical HRM functions, such as benefits, compensation,recruitment,performance, training and labor relations management. This integrated information can then be examined using appropriate metrics and analytics to produce BIIT – the useful information on which HRM professionals can base strategic decisions.

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For example, a company can discover what is really driving the HRM cost of benefits – the plan design or a hiring freeze that was instituted to control near-term expense and has created an older workforce over time. Or, whether increased hiring is due to HR growth and skill upgrades or to unwanted turnover. Additionally, BIIT incorporates insight into statutory and regulatory compliance issues.

By accessing HRM data horizontally across functional areas, companies can establish an informational baseline. That, in turn, allows them to measure the results of HRMWS and practices, and identify critical insights about their workforce. They can examine trends over time and build a base for modeling and conducting "what-if" projections for the future.

B.Delivering BIIT toThe Whole Organization's HRMWS

BIIT is an especially critical area and challenge for the whole organization's HRMWS, given the complexities of managing a culturally and geographically diverse workforce. An organization should start with a clear understanding of what it needs to measure and why, and take an inventory of the systems that house the base data. Often, a capital investment is necessary to obtain the requisite tools and infrastructure.

It's best for companies to start with a few key business challenges that are significant to overall results. Although a long-term vision is essential, it's better to implement in stages.

III. ROLE OF BIIT IN HRMWS DECISION-MAKING

BIIT as a decision support system that helps analyze and manage all HRMWS. It provides access to accurate, timely, comprehensive data from HRMWS applications and provides the tools to make better. Perform comprehensive manpower analysis and budget reports. View employee development and performance reports. Analyze compenstion, recruitment, training,vacancy and termination trends. The results: drive faster, better decision-making that aligns your workforce with corporate objectives.

Human Resource Department is a part of any organization. Many companies do depend on HRMWS on various things like improving performance standards and excellence, staffing motivation etc.If HRMWS is clubbed with BIIT it bound make some excellent results and also enhances the value of HRM.the statistical techniques applied in BIIT are bound to yield precise and reliable results in solving many problems proactively:

(1) Conveys the plan of HRMWS, tools and studies to comprehend the influence of the business on HRM trends, choices and schemes.

(2) It helps in controlling recruitment and confriguration by evaluating time and money spent in the process.

(3) It helps in managing employee's development and learning, and evaluating traing turnout, resource utilization, rates, and success rates.

(4) Recognizes and associates performance enhancers and significant trends that help in updating the strategy for uninterrupted business solutions.

(5) It controls pre-allocated KPIs to assign administrative objectives.

(6) It helps in optimizing payments and comparing it with average compensation group on the basis of performance and service analysis.

(7) It combines all major data on a single homepage which the user can access with one click.

(8) It helps in understanding employee's labor relation by job profile, user-identified groups, minority categories, and business areas.

Role of BIIT in HRMWS decision-making offers precise, significant and actionable knowledge Implementing structuring abilities dependent on actual data to make protrusions regarding the altering dynamics of a firm's employees before, during and post strategy, administrative and other alterations.

IV. APPLICATION OF BIIT IN HRMWS

BIIT helps in acquiring right candidate in shortest span of time using economical measures.It helps in organizing staff and segmenting those who are consistent performers.It offers prospects for expansion such as training, counseling and on site experience, etc. It assists in retaining top performer by locating the significant talent within the firm..It helps the HR to manage issues other than management and allows him to use evidence based logical approach to resolve commercial issues and offers long-standing perspective on how the firm should regulate keeping the industrial alterations in mind.It helps in supporting the appraisal and incentives process in accordance to corporate objective.It helps in supervising major metrics like value per staff, revenue, staffing, demographics and training efficiency.Inspecting opportunities for enhancement in context of enrollment, abrasion, and maintenance.

BIIT for HRMWS Module: The HRMWS module(including HRM Planning, Recruitment and configuration, Training and Development, Performance Management, Compensation Management, Labor Relations Management) provides a range of HRM solutions ranging from analyses of application data through to the basic demographic data of employees.
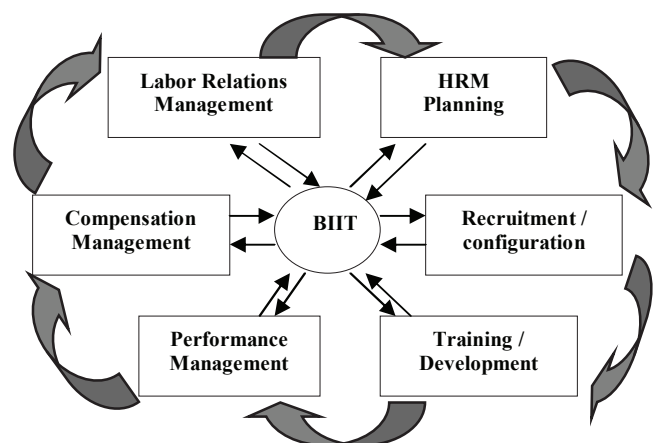

Fig. 1 Business Intelligence Information Technology(BIIT) for Human Resource Management Workflow Systems(HRMWS)

BIIT for HRMWS Module allows HR personnel to effectively manage the Human Capital Pool (HCP) available within the enterprise, in that it keeps track of the training and development of the workforce and the skills and qualifications of each employee. BIIT for HRMWS Module can also automate the process of application for positions by capturing application data and entering it to a relevant database.

BIIT for HRMWS functions as decision support structure for assessing and administering all HRM functions. It offers access to precise, appropriate, wide-ranging information from HRMWS applications besides facilitating tools to make improved and more calculated choices.

Applying BIIT in HRMWS helps in executing extensive manpower assessments, preparing account reports, employee performance reports, evaluating compensation, staffing, available jobs and termination rules. Which eventually helps the organization in making advanced choices that joins the staff with the corporate goals.

BIIT is used in HRMWS to enhance outcomes across all divisions of the firm right from applicant selection, performance assessment, value control, maintenance and profitability. The platform collects the significant data and converts it into commercial acumen that assists the extensive organizational plan.

BIIT can be used in HRMWS to improve results across all aspects of the organization —candidate screening, performance appraisals, cost-containment, retention and productivity.

V. BIIT SUPPORETING STRATEGIC HRMWS DECISION-MAKING

While t BIIT for HRMWS provide benefits to the HR department itself, the applications also aid the enterprise as a whole.

BIIT helps the HRMWS to provide strategically sound solutions with the help of right expertise and methodical instruments. Through BIIT an HRMWS is able to avail and assess data from related operational area besides deploying suitable methodologies to understand the data, derive significant conclusions and make evidence based choices.

BIIT convert human resources information into a digital format, allowing that information to be added to the knowledge management systems of the enterprise. The result of this is that HRM data can be integrated into the larger Enterprise Resource Planning (ERP) systems of the enterprise. In analysing enterprise wide resource usage this data can prove invaluable.

(1) Introduces HRMWS modeling capabilities based on real data to make projections about the changing dynamics of a company's workforce in advance of, during and after policy, regulatory and other changes.

(2) Identifies and links performance drivers and critical workforce trends that better inform the strategy for end-to-end business solutions.

(3) Gain Daily Business Intelligence Information: Leverage predefined KPIs to set management goals. Consolidate all

key information on a single homepage, with one-click access to automated out-of-tolerance notifications, KPIs, reports, and more.

(4) Manage HR Development and Learning: Analyze competence gaps by person and job. Analyze skills gaps for groups and individuals. Manage training attendance, resource use, costs, and success rates.

(5) Manage Optimize Compensation: Analyze salary trends. Compare average salaries by group. Look at salary distributions and skews by grade, performance, and service test. Evaluate benefits plans for maximum value.

(6) Manage Recruitment and configuration: Analyze time and costs by recruitment and configuration method. Review recruitment success rates. Analyze applicant statistics and dropout reasons.

(7) Analyze strategic HR Composition: Understand HR trends by job, geography, user-defined categories, minority groups, and business areas.

(8) Manage HRM Planning: Analyze planned and unplanned hours by cost band over time. Analyze absenteeism by reason over time.

To conclude BIIT will help HR departments to solve people's issues proactively. It will help HRMWS in Talent aqusition, reducing costs, retaining better talent, work force segmentation,.accesing the performance of the employees or workforce etc.BIIT gives a new facet to HRMWS.BIIT helps HR departments to generate wide variety of on demand HR reports and thus contributes for the effective functioning of HRM in organizations through accurate decision making. Thus BIIT helps in creating and adding a value to the Human Capital Management. BIIT Provides Strategic Value to HRM by giving a Complete View of Employee, HRM Planning, Recruitment and configuration, Training and Development, Performance Management, Compensation Management, Labor Relations Management.

BIIT should be able to grow with the business and later feed the information into a more complex set of applications, if it becomes necessary to upgrade. The added complexity could involve customer resource management, a decision support system and various methods of analyzing business information to determine likely trends in HRMWS.

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