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THE EFFECT OF COVID-19 ON HUMAN RECOURSES INFORMATION SYSTEM

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Abstract

The purpose of this study is to investigate how covid-19 effect the development of human resources information system (HRIS). COVID-19 has affected many industries and various business fields worldwide, which has led to forcing people to shift their working dimension. That's a reason why there's a need for technological tool to help running an assessment on the working and related pattern in current and new sudden conditions. Human Resource Information System (HRIS) is one of the best contemporary tools that will facilitate the management of human resources (HR) function during the pandemic. In this study, we will provide proofs about how the usage of HRIS in organizations results in great improvement in functioning different organizational activities. Hence, it has boosted the organizations' successful level.

Introduction

Covid-19 outbreak results in multiple changes all over the world, and has led to an unexpectedly dramatic loss of human life worldwide. Moreover, there's a remarkable disruption of the world's economy, which has impacted many workplaces. On the other hand, the pandemic crisis led to hanging mangers' perception to find and develop new strategies in order to adapt with these circumstances and to maintain the organizational level. With the help of well-developed HRIS, there's a huge opportunity for higher speed of retrieval and processing of data, reduction in the cost of stored in human resources, better analysis which leads to more effective decision making, better ability to face environmental changes and boosting the organizational level.

Methodology

Our research methodology is based on primary data analysis, since we've done questionnaires targeting a specific sample whom are people that work in companies, organizations or banks. These questionnaires are divided into three main categories, two of them are about each of the two variables separately (Covid-19) and (HRIS), and the third category is gathering the two variables together forming a relationship between them and in what terms does one of them affect the other (the effect of Covid-19 on HRIS).

Each of these categories encompass statements related to them that will assess the percentage of how many people, totally agree, agree, neutral, disagree and totally disagree on each one, in order to be easy and accurate in estimating the majority of the responses.

Results

- Covid-19 has impacted the workplace in various industries.
- HRIS system needs to be regularly updated according to new polices, which is related to the circumstances caused due to covid-19.
- When there's 25% or more absenteeism, the workforce will be able to run operations normally.
- Top managers strive to look for new methods to ease the operation of the organizational activities.
- HRIS system speed up the process of analyzing decisions.
- HR team can utilize the usage of HRIS to increase the connection and reduce lack of communication.
- HRIS has become a necessary HR tool to manage the economic value of employees' skills and competences.

Conclusion

The technological advancement and how Covid-19 outbreak has a great impact on changing HR professionals' perception to come up with new approach, which is called HRIS system that will facilitate the functioning of organizational activities in very effective and efficient way.

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