

HRIS

# Human Resource Information Systems

- The Human Resource Information Systems is introduced by presenting the various definitions, development, costs and benefits, as well as their functions and relationship with HRM.
- **Components of an HRIS**
- Input    Data    -----Maintenance-----  
Output

## Why HRIS is important?

- Integrating the Technologies of HR
- Increased Efficiency
- Increased Effectiveness
- Cost and benefit of HRIS

# **EMPLOYEE ENGAGEMENT**

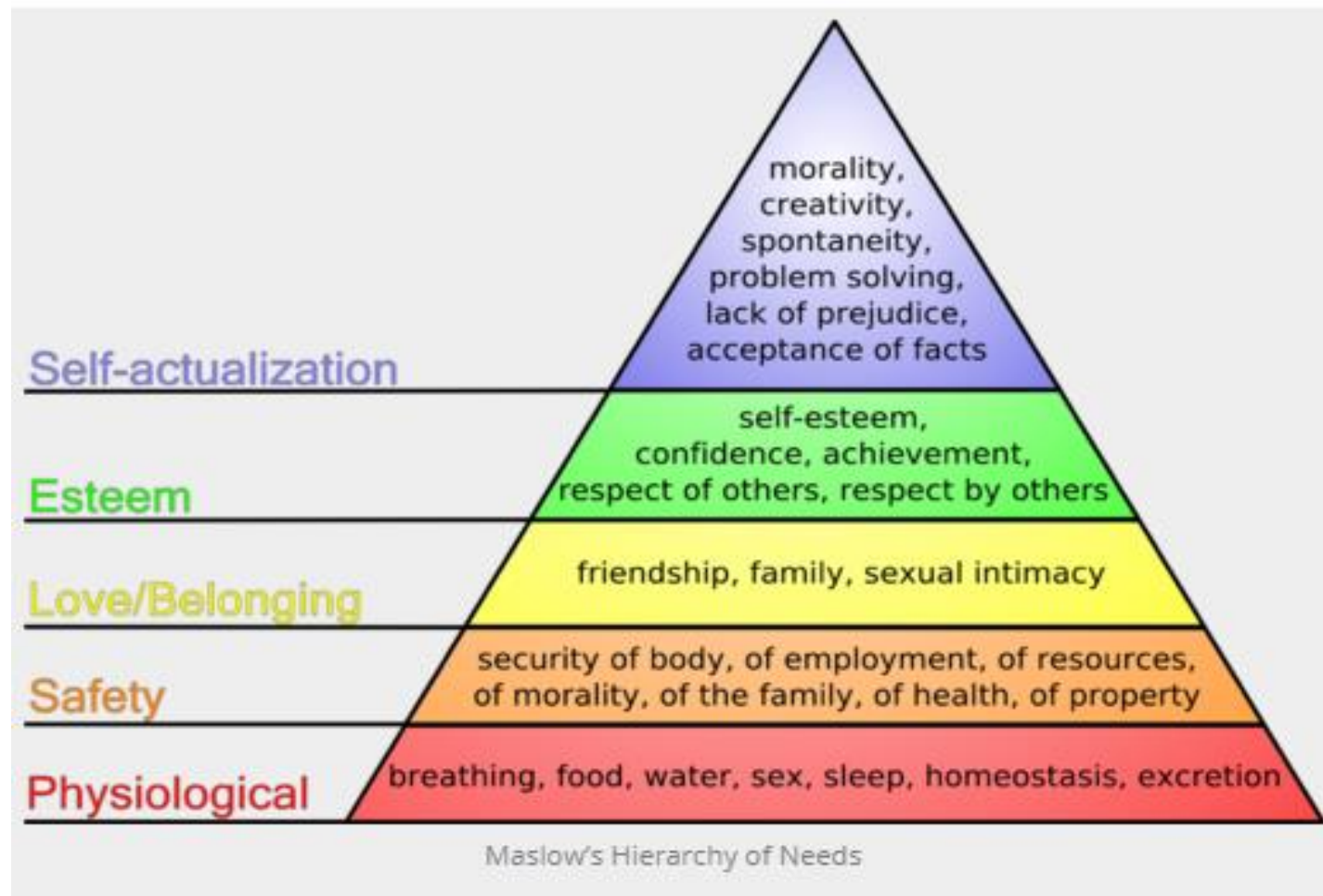
## Employee Engagement

- engagement is being characterised by **employees being dedicated to the organisation, believing what is stands for and being equipped to above and beyond what is expected of them to deliver exceptional service to the customer.**

## Elaborately Employee Engagement means

- Employee engagement is more psychological contract than physical one. It is something that employee has to offer from his / her own to the organisation. However, employee engagement can be summed up by how positively the employee:
  - Think about the organisation;
  - Feel about the organisation;
  - Is proactive in relation to achieve the organisational goals for customers, subordinate and other stake holders.

# The Psychology of Engagement



This breakdown of basic, universal human needs provides a useful framework for understanding employee engagement

## Key Driver of Engagement

## Satisfies This Need

## Effect on Employee Performance

“My work space is comfortable, and I have the tools and resources I need.”

Physiological

- When this need is met, employees look forward to coming to work and can perform more productively.
- When this need is not met, employees may dread their time at work and not accomplish as much each day.

“I feel confident in my job security with this company.”

Safety

- When this need is met, employees can relax and bring their best effort to their jobs, knowing they will still be there tomorrow.
- When this need is not met, employees may be paranoid, insecure, and less devoted to doing their best.

“There is a strong sense of teamwork here.”

Belonging

- When this need is met, employees communicate well with each other and with management, and inter-office conflict is kept to a minimum and handled effectively.
- When this need is not met, tensions can rise between team members or management, and productivity takes a backseat to conflict resolution.

“This company is highly respected in the industry and/or by the public.”

Esteem

- When this need is met, employees take pride in their work and in their roles in supporting the company’s success.
- When this need is not met, employees may feel ashamed or embarrassed to say that they work for this company, and possibly seek out positions with better-regarded employers.

“I feel empowered to make decisions on my own.”

Self-actualization

- When this need is met, problems and situations are handled effectively, swiftly, and with the least amount of drama.
- When this need is not met, the employee feels – and acts – as though their hands are literally tied, and productivity suffers because they are always waiting for someone else to act first.



## Employee Engagement



- Regular communication through emails and intranet, team off-sites, performance management discussions, town-hall meetings by senior management, trainings, employee suggestion schemes, rewards and recognition programs key events and festival celebrations, health awareness sessions and fun-at-workplace activities.
- Best-in-class technology was deployed to automate HR processes, and the internal employee portal, My Connect, was revamped to provide employees with a seamless and digitally enhanced HR experience.
- The enhanced experience was extended to prospective employees as well with the Bank becoming one of the first few organizations in the country to introduce **‘faceless interviewing’**.