IS STRATEGY ,MANAGEMENT

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MANAGEMENT INFORMATION SYSTEMS

◦ Technology has emerged in the world affecting our personal, social and public life and has made a significant impact on the quality' of life.

◦ It handles data and information represented in digital, text, image, graphics or voice media deals with communication, storage, processing.

◦ Information Technology has made decisive inroads in all walks of life, in offices, factories, railway stations, airports, communications, entertainment, education, banking, hotels, hospitals, transportation and shopping.

MANAGEMENT INFORMATION SYSTEMS

◦ emerging business trends, including the transformation of business by combination of online electronic commerce and increasingly powerful data base and telecommunication technologies.

◦ The increasing use of ISS to support decision making from the operational to executive levels, to create leading-edge strategic advantages in competitive markets, and reorganization of business, including moves such as downsizing, right-sizing and merging.

Functions and Human Resource Management (HRM)Functionalities

◦ Journal of Management Research 2012 (This turn in HRM practices is partially attributed to technologies enablers, such as human resource information system (HRIS) which consists of systematic procedures and functions to acquire, store, retrieve, analyze, and disseminate relevant information concerning organizational HR).

increase the effectiveness of HRM

◦ To increase the effectiveness of HRM, At the functional level, HRIS can keep track of employees', applicants', and contingent workers' qualifications, demographics, performance evaluation, professional development, payroll, recruitment, and retention (Troshani et al., 2011).

◦ the administrative efficiency maintains:

1. faster information processing.

2. improved employee communications.

3. greater information accuracy.

forecast future workforce

◦ Strategic value can be derived using HRIS tool s that assist decision-making concerning vital HR functions For example, an HRIS can be considered as a tool that provides strategic planners with the needed information enabling them to forecast future workforce demand and supply requirements. Moreover, it can be considered as a tool that helps employers in retaining the right employees.

◦ This can be done by paying them competitive salaries compared to the market, and training them to develop their skills and abilities to carry out their existing and future jobs.

Human Resource Management (HRM)

◦ the success of organizations depends mainly on the performance of their human resources (HR) (L ippert and Swiercz, 2005).

◦ Human resource management is about the procedures and practices that encompass the human resource aspect within organizations (Dessler and Al Ariss, 2012). Such practices should be connected to the overall strategy of the organization.

Human Resource Planning

◦ the process of making a decision about what positions inside the firm to fill and how to fill them (Desseler an d Al Ariss, 2012).

◦ It is also the process of identifying current and future HR needs for an organization to achieve its goals as well as forecasting a firm's future demand.

◦ this function serves as a link to the overall strategic plan of an organization.

Staff development

◦ Development of existing staff needs to be maintained as different industries and sectors continue to implement new technologies. Supporting employees in identifying their professional development options and targets is the purpose of education and training.

◦ HRIS can be used in a staff development and facilitating employees identification and enrollment of adequate or required training courses that are related to their current job or to develop their skills and abilities that enable them to carry out new jobs

Performance Appraisal

◦ Performance appraisals are used for administrating remunerations and salaries, and identifying individual employee strengths and weaknesses.(Mathis and Jackson, 2010).

◦ It is variously called employee rating, employee evaluation, performance review, or result appraisal. It is used to assess an employee's performance and provide feedback about past, current, and future performance expectations (Beulen, 2009).

REFERENCES

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