



Welcome! In this section, we shall learn about the steps involved in developing HRIS in an organisation.

After reading this section, you should be able to:

- define what is meant by HRIS development.
- explain five factors to be considered in developing HRIS.

What is HRIS development?

HRIS development refers to a systematic process of developing HRIS for an organisation. Due to its importance and effect on the effectiveness of other management branches such as marketing, finance and production, HRIS development is not only systematic, it is also an integrative process and therefore requires a holistic approach from all relevant personnel in an organisation. Therefore, a number of factors need to be considered before developing HRIS. Let's discuss some of these factors as follows:

Factors to consider in developing HRIS

- **Cost** – HRIS development comes with high initial and maintenance cost. This includes the cost of acquiring the ICT components, installing the ICT tools, acquiring the human expertise such as consultancy fees, and cost of maintaining the system such as ICT, repairs, breakdowns, training staff to work on the new system and the like. The hugeness of the cost can determine effectiveness of the whole process. It is necessary management considers the cost to determine whether there is adequate resource to undertake such cost-intensive projects.
- **Speed** – management would need to consider how fast the proposed HRIS should be completed. The speed or time of completion is important because it will affect the management decision making regarding the acquisition of resources, negotiations with all personnel to be involved in the project, the effectiveness of all preparations to be made for the successful completion of HRIS development project
- **Complexity of the system** – management needs to consider whether the level of complexity the proposed HRIS should be in terms of HR issues/services it could help deliver, integration with other departmental information systems, and the type of DBMS to be adopted, among others. More complex HRIS project would require more efforts, time and other resources to plan and execute than less complex HRIS projects. Again, the complexity will also affect training needs for personnel whose jobs are related to the HRIS.
- **Technology and innovation** – HRIS developed is fundamentally technology-based, which could be risky especially when the whole process should fail. This requires a consideration of the extent of mastery needed to create the intended innovation. Various technologies such as the type of DBMS and other business applications to be adopted must be considered carefully. In this regards, issues of compatibility,

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Table of Contents Uew Iede

1. Understanding the eBook Uew Iede
 - The Rise of Digital Reading Uew Iede
 - Advantages of eBooks Over Traditional Books
2. Identifying Uew Iede
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Uew Iede
 - User-Friendly Interface
4. Exploring eBook Recommendations from Uew Iede
 - Personalized Recommendations

- Uew Iede User Reviews and Ratings
- Uew Iede and Bestseller Lists
- 5. Accessing Uew Iede Free and Paid eBooks
 - Uew Iede Public Domain eBooks
 - Uew Iede eBook Subscription Services
 - Uew Iede Budget-Friendly Options
- 6. Navigating Uew Iede eBook Formats
 - ePub, PDF, MOBI, and More
 - Uew Iede Compatibility with Devices
 - Uew Iede Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Uew Iede
 - Highlighting and Note-Taking Uew Iede
 - Interactive Elements Uew Iede
- 8. Staying Engaged with Uew Iede
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Uew Iede
- 9. Balancing eBooks and Physical Books Uew Iede
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Uew Iede
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Uew Iede
 - Setting Reading Goals Uew Iede
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Uew Iede
 - Fact-Checking eBook Content of Uew Iede

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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