

# A Study on the Application of HRMIS for Enterprises in Tibet

Lei Zhai<sup>1</sup>, Bosheng Wang<sup>1</sup>

<sup>1</sup> Tibet University, Lhasa, Tibet Autonomous Region, China

Correspondence: Lei Zhai, Tibet University, Lhasa, Tibet Autonomous Region, China.

doi:10.56397/SSSH.2022.10.03

## Abstract

Informatization is a major trend in economic and social development all over the world nowadays. Human resource management urgently needs to use modern means to achieve a fast and efficient management mode. This paper takes service enterprises in China's Tibet Autonomous Region as the research object, firstly analyzes the current development status and the shortcomings in the current HRMIS in China's Tibet Autonomous Region, then proposes where the key problems of HRM research in enterprises in China's Tibet Autonomous Region lie, and finally, through the system composition of HRMIS and the functional design of HRMIS, concludes that the HRMIS of information technology management system is a powerful means to improve the efficiency and level of enterprise human resource management, and HRMIS will also become the main development trend of future enterprise human resource management to adapt to the development of the times and environmental changes.

**Keywords:** human resource management, HRMIS, enterprises in Tibet Autonomous Region, China

## 1. Introduction

With the steady implementation of China's economic and social development strategy, and under the correct leadership of the Party Committee and the government of the Tibet Autonomous Region, the social and economic development of the Tibet Autonomous Region of China has been rapid, while the level of enterprise management has also been gradually improved, and the Human Resource Management Information System (HRMIS) has become a particularly important part of the management of some service enterprises in the Tibet Autonomous Region of China. HRMIS can better match human resources with work in the management of human resources in enterprises; and can take into account the needs of production, operation and efficiency of enterprises while meeting the needs of employees. Therefore, the establishment of HRMIS (Human Resources Management Information System) has become a very important tool to improve the scientific and modernisation of human resources management. This paper takes a service enterprise in China's Tibet Autonomous Region of China as the research object, and uses computer information technology as a means of informatising enterprise human resources management and building HRMIS, so as to improve the efficiency and quality of human resources management and promote the innovative development of enterprise human resources management.

## 2. Evolution of Enterprise HRMIS Development

In the late 1960s, most companies were calculating employee payroll manually, which was time-consuming and prone to errors. At the same time, computerised technology was used and the first generation of HRM systems were created to further solve the problem of employee payroll errors. However, the first generation of HRMIS did not have report generation or payroll data analysis functions. In the late 1970s, the second generation of HRMS was born. However, the second generation of HRMS did not systematically consider the needs and concepts of human resources. The third generation of HRMS emerged in the late 1990s. The database of the third generation of HRMS unified all HR-related data such as payroll, recruitment, training, job management, performance management, job descriptions, personal information and historical information to form an integrated information source (Cai Hao, 2006). Nowadays, with the advancement of computer technology and

the improvement of the professional quality of corporate practitioners, HR management systems have become increasingly complex and have gradually evolved from data collection and collation and reporting to data processing and analysis, automation through electronic processes and cross-platform and cross-network work, among other refinements. The HRIS is therefore able to adapt to the changing social environment in an era of rapid technological and social development and to deal with the changing requirements of human resources in a timely manner.

### **3. Current Status of Enterprise Human Resource Management Information Systems in the Tibet Autonomous Region of China**

Looking at the development history and management practices of enterprises in China's Tibet Autonomous Region, the theoretical and policy exploration of support for the development of service enterprises in China's Tibet Autonomous Region is not yet systematic and perfect (Zhou Xige, 2012). Enterprises in the TAR have more regional constraints and shortcomings compared to foreign enterprises: (1) they are at a disadvantage in market competition, with weak external support and a poor business development environment, chasing the need for service enterprises in the TAR to develop more flexible and effective market resilience; (2) their financing capacity is extremely limited, and because the TAR is deep in China's interior, infrastructure development lagging behind, the regional economy is slow to develop, and apart from limited government support and policy-based financial support, financing and loans are difficult, resulting in service enterprises in the CTA operating in a lack of competitiveness; (3) the external environment for the development of service enterprises in the CTA is not optimistic, with few advantages for local enterprises and an increasingly high elimination rate; (4) the overall scale of enterprises is small and the social support obtained is relatively little, and it is common for enterprises to pursue a single economy of scale and short-term support while neglecting the construction of long-term strategies; (5) the stock of talents in enterprises is small, the frequency of talent turnover is high, and human resources management is difficult. In general, HRM in service enterprises in China's Tibet Autonomous Region is sloppy and much of the management work is merely procedural, with many problems arising in recruitment, selection, training and protection of the enterprise, so that it plays a very limited role in improving the efficiency of the enterprise, etc.

The use of HRMIS in enterprises in China's Tibet Autonomous Region is relatively small, with only 29.4% of enterprises in China's Tibet Autonomous Region having implemented a relevant information system, and this is concentrated in enterprises with more than 200 employees. Of the enterprises that have not introduced HRMIS, 58.9% plan to introduce and implement the system in the next few years. Of those that have already implemented it, over 57.8% have done so in the last two years, and 18.1% will replace their existing system in the next two years. Generally only in large service enterprises, such as hotels and state-owned enterprises, do they choose to use HRMIS for HR management in service enterprises (Caiyun, Zhang Xiaoli & Luo Ying, 2004).

### **4. System Components of HRMIS**

#### *4.1 Information Processing Systems*

HRMIS can create and combine information sources to ensure the compatibility of information. By integrating them to form a centralised information centre, managers can access, merge or separate the information they need at will, and the information system can also make statistical analysis of various information and automatically generate relevant reports according to the specific requirements of the operator. In addition, the HRMIS application can be used to manage the whole process of payroll and benefit calculation. It can automatically calculate personal income tax, withholding items such as social insurance, and profit sharing according to the payroll and benefit policy settings of the enterprise, and finally calculate the specific payroll and benefit levels of employees and generate pay scales (Li Jiwei, 2019).

#### *4.2 Decision Support System*

Decision support systems are used to assist enterprise managers in solving practical problems. The HRMIS can be used to make personnel decisions by providing information and analysis results to practice the corresponding management activities, and it can also build a platform for interaction between the company and the employees, and provide an easy interface for the organisation to investigate the actual feelings of the employees about the HRM system and practices. information and static and dynamic analysis of staff changes, enabling organisations to determine future staff requirements and demand levels based on such dynamic changes and the specific circumstances of the labour market. HRMIS-based HR planning can produce a complete balance of staff supply and demand, and can point to future developments and meet the organisation's balance in the supply and demand structure in terms of staff quality categories. This shows that the HRMIS decision support system can indeed improve the organisation's ability to identify and solve problems and shorten the decision making time for business managers.

#### *4.3 Expert Systems*

An expert system is a knowledge system created by an organisation. It is an information system that integrates the work rules followed by people with expertise and experience in a particular field. The system is able to suggest actions to users based on the information they provide. Expert systems make it possible for employees and managers to access the appropriate knowledge at any time according to their individual needs, and they also make management activities such as recruitment and training easier. Expert systems can provide advice in a higher quality and at a lower cost, helping to avoid errors caused by fatigue or decision bias. The efficiency of expert systems is realised when the organisation is able to perform the same operations with fewer employees or in less time than would otherwise be the case.

## **5. Functional Design of HRMIS**

In order to enable HRMIS to fully realise the functions of modern human resource management and provide powerful data support for management decisions, this paper designs an HRMIS based on scientific human resource management concepts, which is a perfect system, information can be shared, data is updated in a timely manner and can provide useful information for decision making. Payroll Management System, Performance Evaluation System, Online Training Management System, HR Information Analysis and Decision Making System, and System Management and Maintenance.

### *5.1 Recruitment and Assessment System*

The main functions of the recruitment and assessment system are: (1) to formulate recruitment plans for positions, including candidate registration, login, resume entry and modification, resume submission, resume integrity check, and automatic system response to Email; (2) to display job vacancy information, job description, specific requirements for the position, and the necessary conditions for applying for the position at any time; (3) to establish a file database of candidates by category, and to query and (4) Notify candidates of the results; (5) Sign contracts with hired personnel and automatically transfer the relevant data to the employee information database; (6) Transfer unhired personnel to the enterprise reserve talent pool.

### *5.2 Personnel Management System*

Personnel information management is to manage the basic information and change information of all kinds of personnel (including active staff, retired staff and other personnel), providing standard, flexible and perfect personnel information. Specific functions are: (1) record the basic information of employees, including: number, name, gender, date of birth, job position, work experience, study experience, awards, photos, contact information, family information, etc.; (2) sign labour contracts, training contracts, record the signing and termination of the situation; contract period expiry reminders; compensation and liquidated damages calculation; (3) automatically record the attendance status of employees (3) automatically record the attendance status of employees and link it with the salary management system for calculation; register the completion of daily work of employees and link it with the performance management system; record the information of employees' transfer and reasons for transfer; (4) record the information of employees' departure and reasons for departure and analyse them statistically; generate a detailed list of resources used, financial handling list, work handover list, training status list and departure notice for departing employees; suspend attendance and salary payment etc.; information is transferred from the active staff pool to the leavers pool.

### *5.3 Remuneration Management System*

The purpose of payroll management is to attract and retain outstanding employees needed by the organization, motivate and unite employees, reduce staff turnover, control operating costs and improve the economic efficiency of the enterprise through scientific payroll design. The main functions of the system are as follows: (1) salary standard setting, daily salary changes, unified salary adjustment, calculation and distribution of salaries and various benefits, automatic calculation of personal income tax, automatic calculation of social insurance items to be withheld and paid on behalf of employees; (2) calculation of paid leave such as annual leave, personal leave, sick leave, wedding leave, bereavement leave, etc., as well as late arrival, early departure, absenteeism, etc., according to the company's policy settings on salaries and (3) The ability to store complete historical information for enquiry and report generation.

### *5.4 Performance Evaluation System*

Performance evaluation is one of the core functions of human resources management, providing the basis for personnel appointment, deployment, promotion, training and remuneration. It contains the following main functions: (1) performance evaluation is linked to job information, and the performance evaluation of employees is completed together with the line department; (2) evaluation indicators are reasonably selected and evaluation forms are formed; (3) performance evaluation information is updated at any time according to performance content, assessment methods and assessment subjects, and reports can be generated and evaluation opinions can be generated according to different requirements; (4) employees can check their performance in real time (4) Employees can check their performance in real time.

### 5.5 Online Training Management System

The main function of the online training management system is to provide online training for employees. A virtual learning centre based on the network makes learning a real-time interactive process, which will greatly reduce the personal burden of employees and the training cost of enterprises. Online training allows employees to select their own content of interest and provide targeted training, thus improving their personal business skills and enabling them to meet the needs of the fierce internal competition for jobs.

### 5.6 Human Resources Information Analysis and Decision-Making System

HR information analysis and decision-making system is based on information management, filtering out those information that managers do not care about from a large amount of information, summarizing, refining and processing some information that is conducive to managers' decision-making, and reflecting it in the form of text, tables, visual graphics and so on. This section is aimed at managers of companies and human resources departments. The functions mainly include the analysis of institutional resources, staff performance assessment, horizontal and vertical analysis of salary and benefits, bonus assessment and personnel demand analysis, so that the whole analysis system forms a comprehensive and direct information analysis system, providing the most effective decision support for the leaders on human resources allocation.

### 5.7 System Management and Maintenance

System management and maintenance includes the functions of authority management, interface management and database management. In the authority management, the system administrator can add new users and modify and set user rights to improve the security of the system. The interface management is an extension and expansion of the system, providing an interface between the HRMIS system and the production and financial systems of the company. In the application, it provides the connection of Office software such as Word and Excel to help users analyse, view and calculate HRM data and generate various reports for HRM. Finally, the daily operation of the whole system is guaranteed.

## 6. Conclusion

In conclusion, the competitive development of today's enterprises is inseparable from the promotion of human resources. In the background of the new period, the traditional human resource management methods have been unable to adapt to the development needs of today's society. Therefore, it is necessary to carry out modern human resources management with the help of emerging computer technology. The application of human resource management information system in the enterprise provides guarantee for efficient management work, which can provide guarantee for the high quality and long-term development of the enterprise.

## References

- Cai Hao. (2006). The evolution of human resource information system and its prospect. *Journal of Northwestern Polytechnical University (Social Science Edition)*, (02), 49-53.
- Zhou Xige. (2012). A review of research on the development of Tibetan state-owned enterprises in the past two decades. *Tibet Science and Technology*, (09), 17-23.
- Caiyun, Zhang Xiaoli, Luo Ying. (2004). Research on human resource management of listed companies in Tibet. *Journal of Tibetan University*, (03), 17-26.
- Li Jiwei. (2019). An introduction to the application of human resource management information system in enterprises. *Talent resources development*, (04), 74-75.

## Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).