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# Human Resource Information Systems Using Weighted Sum Method (WSM) Method

Jalkote Devidas Nagnath

SSt College of Arts and Commerce, Maharashtra, India

\*Corresponding Author Email: [devidasjalkote@sstcollege.edu.in](mailto:devidasjalkote@sstcollege.edu.in)

**Abstract.** Human resource information systems, **Introduction:** A human capital management system (HCMS), an HR information system (HRIS), or both ( HCM ) are a kind of personnel resource ( HR ) software-related terms many systems are used to ensure process integration for human resources, corporate operations, and data management. Employee performance, benefits management (total rewards), time and arrival, managing wages, saving employee data, and recruitment many HR, such as management connect functions human resource software by businesses used, and monitoring skills and training records. The administration of human resources is a human daily asset in an organization. Processes are predictable, and accessibility guarantees. The field of human resources blends, in particular, its fundamental HR functions and its department processing. Data processing systems standardized procedures and organizational resource planning (ERP) software how to evolve into packages this software type similar. Overall, these ERP systems are there have appearances, they are from different applications that integrate information into a global database. Common HRMS, HRIS from ERP solution or funding through the h database and human resource constituencies link. Separating the method makes a difference. **Research significance:** A human resource information system (HRIS). that is the primary data of the employee centralized repository is a software that provides, this is the main human of group HRM (the resource must be completed. (Core HR) processes. For HRIS manpower help and technology companies by using will be more efficient. Names, addresses, national identification numbers or security numbers, information on work permits or visas, and details regarding children an HRIS such as employee data saves, processes, and manages. Recruitment, applicant monitoring, time and arrival management, performance estimates, and generally benefits human resources such as management it also provides functions. It is the self-service of employee operations and accounting functions that may be provided. In some ways, an HRIS employee smart database of information consider. Information on data communication, processes, and reporting skills on the computer the data stored is very much accessible and usable make it. HRIS software a company's HR processes and new in the procedure's life can breathe. The organization a company wants or they choose depending on the module's benefits may vary, HRIS key benefits of software **Methodology:** In the weighted amount approach, each of our goals by the weight provided by the user multiply our goals the package is the only goal we measure. This time very widely used one of the approaches. Weighted amount approaches a mind that comes to mind when done the question is, for every goal what weights should be assigned doing the same. Multi-departmental optimization in trouble, we have many objectives there are functions, they are we we want to increase or reduce. Many obstacles to our problem there are, they are our potential to complement any solutions should. These issues global parato package we are trying to find out. Global parato-approved package, often pareto-flexible referred to as package, points that do not have other points package, then these points and yet our potential best in the region. **Alternative:** In use (%), Currently under planning and development (%), No plans (%). **Evaluation preference:** Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information **Results:** From the result it is seen that Training is got the first rank where as is the Compensation is having the lowest rank. **Conclusion:** the first ranking training is obtained with the lowest quality of compensation.

**Keywords:** Corporate communication, Employment verification, General information, HR information system

## 1. INTRODUCTION

All HR practices by information technology human resources in affected state information systems (HRIS) and his management is a function within HR unique, supportive functionality have information technologies HRIS has permeated the HR process in the definition of what is some confusion has arisen. For a company to collect

information related to human resources, used to store and analyze as integrated systems HRIS can be defined briefly [1]. Purpose of any HRIS to provide information to its users. This information will be used objectives vary, but often, linked by some common elements save all separate data files HRIS is related to categorization uses a database. As a result, the employee id no you can access the desired information and connect. Related technology in various places allows the installation of databases [2]. Human resource information systems (HRIS) employees of many big companies a large mis within areas has become a secondary function. This article is from centralized mis HRIS as an independent entity find growth and its current activity and assesses the technology base, and its future role in the company considers, especially centralized mis considers its relationship to performance [3]. Most industries in hong kong employ HRIS. The main advantages of implementation felt that, responded quickly, and accessed the data provided, and the major obstacle is a lack of significant financial backing. Additionally, HRIS adopters in large and medium-sized businesses are petty, and disapproving, and several HRIS advantages and potential advantages statistics on implementation challenges [4]. Application for human resource information systems (HRIS) a human resources (HR) specialist enables you to develop as a player using strategy. Increasing affordability and functionality a statistically significant difference existed. HRIS is available in all price ranges and sizes. Widely applied in business. Despite this, the current application, in different sizes are there differences between companies? Or typical of HRIS HR specialist impact on professional standing surprisingly little is known about [5]. An organization's human resources are the human resource information system (HRIS). Receiving, storing, manipulating, analyzing, retrieving, and dispersing it is a useful system initially, support transaction processing maintains management control over human resources such system in management was used. Today, new information technology improves decision-making and competitiveness also used to support. Thus, many typical paper-handling tasks are free for, human resource specialists with a service orientation with confidence can be creative and strategic and able to fully participate in decision-making [6]. A human resource information system (HRIS) is human resources (HR) within an organization designed to support the functionality of a software application. HRIS employees, applicants, and others store data related to people, thus HR professionals are accurate and take timely decisions can as the competitive landscape changes, the HR function presents new challenges and opportunities for HRIS to help meet highly dependent [7]. In response to memo 4, acquiring HRIS will greatly support the demand. For memo 5 information required to respond, ESP recruitment of new engineers, and revision of training procedures can help with related decisions. In response to memo 6, the information provided is from the HR department which helps to decide the future. As you read the book, on various human resource information systems see information about skills [8]. A resource to aid decision-makers typically, the system is a decision support system (DSS). Referred to as to enhance the decision-making process inside an organization a doss may be an effective tool. The more outcomes that are available, the better they are, creating competitive organizations. Therefore, the research objective in this article human resource information systems (HRIS) human helping resource managers determine whether [9]. Government databases for human resources. Equivalent employment, classifications, and application personnel with information on qualifications; labor information and provision for planning and demand projections; costs of the training programmers and trainer development along with data on work performance. HRIS salary increments, salary projections, and wage budgets compensation plans can also be supported with information and contract negotiations and regarding employee assistance requirements labor/employee relations with information. Human resources in every case shareholder will need or support HR decisions its purpose is to provide information [10]. Institute of human resource information systems on development (od) implications of HRIS due to lack of knowledge underutilization of skills may be due to human resources (HR) information to improve performance technology, HRIS and it is of users about the implementation process views will be carefully managed until never fully succeeds. However, new HR information on how users to the system little or no in responding no work is done [11]. A global HRIS like this for planning, human resources, and information functions of organizations which parts of the current HRIS need to improve, even in the present performance of the organization in the future as well preventable and territorial what can be done to coordinate to explore. Temporary operations in an integrated, global system are very effective. Universal HRIS is more complex in development to better understand the parts, they will face the respondent's three most important HRIS issues we asked for identification [12]. HR functions and related ranking of information systems competitive advantages and improvements of necessary or possible parts identify potential sources can be seen. Broderick and Boudreau use the described structure, and competitive objectives for managers and it helps correlate investments, and information created by Martinson at the same time systems integration strategies in a benchmarking study often a preceding major organizational change [13]. The human resource information system (HRIS) has been the subject of numerous studies that analyze its many facets while embracing innovation. In managing human resources in a company a good HRIS must be used for seamless operation [14]. Human resource information system (HRIS) is information development of technology (it) and human resource management (HRM) functions and to effectively manage applications by using attributes is an idea. Human resources, personnel about activities, and organizational characteristics collect data required by organizations, for storage, maintenance, and retrieval HRIS is considered a systematic process [15]. Human resource information system(s) (HRIS) implementation is successful, planned to justify investments, or already about the investments

made attempts to recover costs has emerged as a significant challenge for organizations. In the information technology (IT) literature, to explain implementation failures several reasons have been given. Nevertheless, new resolutions for practical success because traditional interpretations are needed limited user interaction, and poor planning [16]. Electronic human resource systems a relatively recent move towards organizations to individual employees to provide a customized interface has allowed for jobs on interfaces ability to apply, job-related transferring benefits and internet includes based training. However, between HRIS and e-HR there is a fundamental difference. HRIS is directed toward the HR department itself. End users are mainly HR including employees. With e-HR, end users are not HR employees, but HR outsiders: employees and management. E-HR is an organization's all-in-one opening up HRIS To employees who want to argue [17]. Human resource strategy and organization realization of strategy. HRIS implementation, employee job satisfaction, and turnover intention recognized relationships. HRIS broadens the scope, HROF measurements, and analyses selection, application, and employment HRIS plays an important role in also the strategy of companies and contributes to progress [18]. Human resource planning is the short-term allocation and human resources adapted to current needs overcome by managing. Indeed, between companies, people wander more and more wandering, often short working on term contracts or a better deal for them to another company when issued go, human resources strategy. HRIS is a human resource information system. HRIS is an organization that collects employee data it is also a system used to save. In most cases, the HRIS is for end-to-end human resource management (HRM) required basis includes activities. It includes recruitment, performance management, learning and development, and organization for many. What is an HRIS also known as HRIS software? Different on different computers indicates that the software is running so it's a bit confusing. However, this is not the case. HRIS is, in essence, an HR software package. HRIS has become the company's technology infrastructure that can run or, currently most commonly, cloud-based may be. This means HR software outside the company premises running, and updating a lot makes it easier. Our digital HR when we discuss the certification program, using HRIS makes many clear there are advantages. That's why all enterprises of scale are also their people this tool supports operations are implemented. Centrally, the HRIS employee holds information. In a system, various employee data are easily accessible. Various types of HRIS systems and there are softwares. HRIS is for HR since it covers all functions, all separate functions of the system are a part of these activities include [19]. Human resource information systems 2 x 2 experimental design and development human resource information system in a company where he was employed using data from 124 working subjects, the present study reveals that principles relating to recognition capacity main and interaction effects were examined [20]

## 2. MATERIALS & METHODS

**Alternative:** In use (%), Currently under planning and development (%), No plans (%).

**In use (%):** Among the 3 primary uses of a human resource information system are job enrichment, capacity optimization, and recruitment and retention. All of these functions are effectively supported by data. Workers' demographic profile, such as birth date, gender, contact information, and more, is organized and managed by an HRIS to assist businesses. Job documentation for employees, including the boss, location, pay scales, as well as more. Economic choices.

**Currently under planning and development (%):** Software known as a human resources information system (HRIS) is used to organize and resource-based personnel data as well as staffing regulations and procedures. Strategic human resource planning is impacted by technology as it advances. Technology for electronically gathering and storing data about human resources that may be easily accessed and reviewed. Other solutions increase accuracy while speeding up procedures by eliminating the need for manual data entry and paper copies. Some systems aid in the automation of processes, including the computation of payroll taxes.

**No plans (%):** For your company, excellent human resource information system detection (HRIS) and your internal human resources processes improve performance. These powerful tools' general workflows streamline and data entry administrative overheads like such help to reduce. You're the right HRIS for business what are the current pinch points, and the dynamics of your employees depending on. This article best HRIS systems on the market can help to compare and evaluate. Every HR software has the value of the solution and they are your how can the company help let me also explain.

**Evaluation preference:** Corporate Communication, Recruitment, selection, training, Employee Opinion Survey, Compensation, pay service, employment Verification, public information.

**Corporate Communication:** Corporate information communication is what the company has positive among stakeholders creating a view of all aimed internal and external communications in managing and planning activities involved in the package. It's a corporate organization, body or its visitors, media, channel partners, and the general public installing messages. Companies all of its sole message communicating to stakeholders, synchronization, reliability, and sending protocols are aimed. Corporate communications companies help explain their work, its many visions values, and shareholders as an integral message connects. Corporate information shareholders are the idea of communication a merger with the company integrated communication can be seen as a structure.

**Recruitment:** Recruitment is employees identifying, attracting, interviewing, selecting, hiring, and shipping the process of engaging. In other words, from identifying an employee all things need to be filled in. Depending on the size of a system, recruitment is a variety of the responsibility of the workers. Recruitment in large organizations the whole team of guys may be, while others are the same recruitment only. In small clothes, recruitment manager may be due to doing. In addition, many companies are external recruitment to companies outsourcing. Companies always ads, work boards, social media sites and new through others candidates for positions appoints. Many companies' recruitment software is very much better effective and efficiently used for candidates. Regardless, recruitment with human resources in general combined or acting in part.

**Selection:** The choice is the right selecting the candidate or choosing, he empties in a company very much for the work level in the job level appropriate. In other words, in the case, of candidates their interviews to evaluate the qualities the choice can be explained, they need specific work, then the appropriate candidate for that position select. Empty the right applicant for the post selecting the company will be an asset, which is its property help the company achieves objectives.

**Training:** Human resource management (HRM) training and development is an employee within the company's educational teaching organization refers. Various tools in this, instructions and personnel designed to improve performance there are functions. Staff increase their knowledge and improve their skills this is an opportunity. employees are the largest asset of the company we have all heard that. if so, your biggest taking care of the property is only meaningful, is not it? Additionally, your protecting assets is good, but growing them can. In your company, the same applies to employees. Because you find out soon, investing in your employee's growth in many other areas leads. This includes cash flow, productivity, and product includes quality.

**Employee opinion survey:** Attracting staff, training providing, retaining, and such as rewarding best employment practices creating employees clear about employees reflect understanding. Employee studies are those to gain insight into excellent vehicles. However, for employee surveys, it is several months to conduct proper planning and careful execution and follow-up it takes. Results misunderstood or responding to feedback failure to act disaster of employee morale may be quality. Employee opinion and satisfaction studies their employee opinions of the organization, approaches and feelings measure climate studies are also known. An employee cultural survey measures the vision of employees and it is the system or its compatible with departments to evaluate the design.

**Compensation:** Compensation is performed by employees in exchange for work providing cash value in a systematic approach. Recruitment, job performance, and help with job satisfaction compensation of many objectives may be achieved. Compensation further the company's presence for various purposes to improve use by management as a tool. Business requirements, objectives, and available compensation may be adjusted according to resources. Compensation can be used for this appointment of qualified staff and retention. Stress / increase satisfaction or maintenance. Reward and peak encourage performance. Internal and reach external stocks. The company cut revenue and encourage loyalty. through negotiations change the practices of the unions.

**Payroll service:** payroll is a company employee who receives a money list. Pay is for the employee's total money paid by the employer indicates the amount. As a business function, this includes flexible benefits, leave including the shutdown policy corporate wage policy creating, payable collecting a list of employees, monitoring working hours, calculating the employee's pay, timely salary distribution, and paying registration of costs.

**Employment verification:** Employment verification is the past of a job candidate confirming the work history of the process. To do so the purpose of the candidate is to do the purpose of the work with the job is better to experience needed to do ensures existence. Employment verification is wrong employment claims, spaces in employment or job topics creating can be revealed.

**General information:** Human resource management is the staff to develop and support a positive workplace to ensure the environment's strategic approach. Its functions are different in businesses and businesses different, but generally recruitment, compensation and benefits, training and development, and employee relationships include.

### Weighted sum method (WSM)

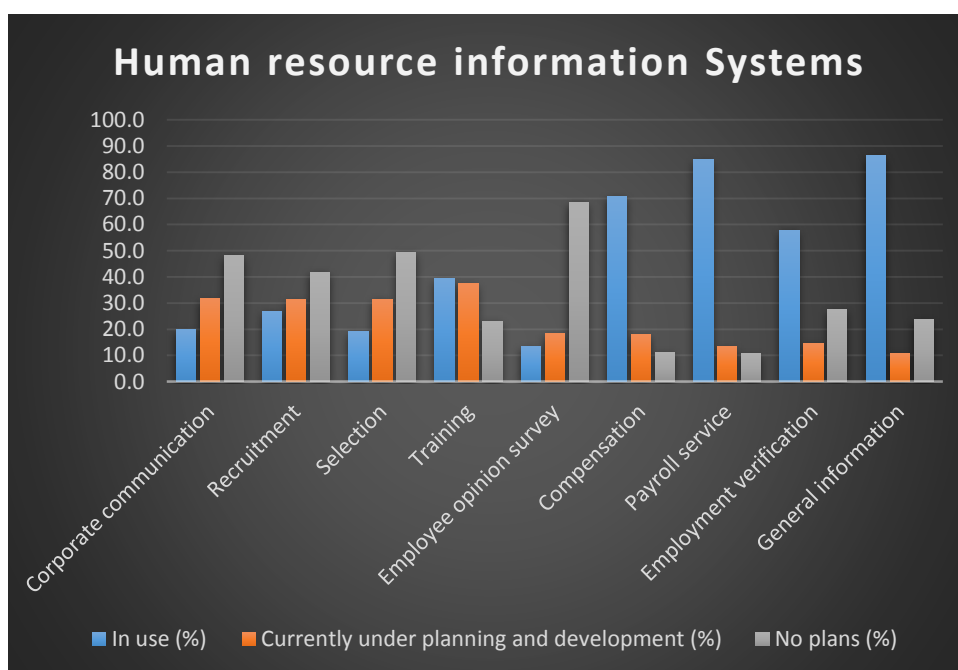
To the best of our knowledge, the presented solutions to continuous multi-objective optimization problems solely leverage the precedence relation. Unsupported solutions in a traditional weighted sum model are trimmed using this optional link [11]. A multi-criteria decision for weighted sum method (WSM) ranking cameras approach. The proposed system, to calculate the preference score of the alternatives weighted sum method (WSM) approach was used. For WSM for result team scores and features has relative weight. Customer reviews as scores were used. Weights are a concept is the average number of customers served [12]. Weighted sum method and weighted product method are In the weighted sum technique, where the values are the major weights associated to every characteristic, the score of an option equals the sum of its evaluation. In the weighted product mode, performance scores are calculated rather than efficiency scores. change the multiplier to the importance of scores are elevated to gravity [13]. The weighted sum method is finally multiplication in reality subtraction work, to perform addition and sorting want how about candidate keywords. Are created and represented so far we have talked. A four-dimensional feature the vector's weighted sum, and we still destroy the weighted sum in the process. Four features also have different parsing ability since we need weights. This feature keywords and keywords the more you can discriminate, the better can be detected manually, actually the weight vector for the domain to determine it's too much to do manually if you try time consuming [14]. The proposed adaptive weighted sum systematic, a priori weight selections instead of using weights by altering, additional inequality also by specifying constraints focuses on unexplored areas. In non-convex regions, the adaptive weight sum approach finds non-pareto solutions and produces distributed solutions.to top of the line answers which ignores most beneficial answers has been demonstrated. This last point is potential of normal boundary crossing may be liable, otherwise a successful multi-purpose method, this is key caused by reliance on equality constraints [15]. A weighted sum multi-objective optimization (MOO) method, stable, is not ideal for providing multiple solution points by varying the weights, although additionally a set selection is included for a single answer that displays options continue to deliver the point is used. Weights to expose setting options an approach, and it's diverse applies to methods [16]. Clinical computer-aided trauma diagnosis weighted sum method for algorithm in this paper is proposed. Trauma is medical most urgent physiology in medicine is a symptom. It is for multiple organ failure led to this hypothetical method is that of the doctor the verdicts are absolutely shocking. Experienced many are built by a medical professional a knowledge base with probability weights there are more details on each route there are and each for each object shock types also have their respective weights. Some the items are then scattered across the server was modest and reasonable. In this study, information was gathered. from nine patients' analysis is done. The results are the sum of the two-level weights give order of shock type by method [17]. Weighted sum method, decomposition based on evolutionary multi-objective (EMO) often used in algorithms scaling method, along with other measuring methods compared, computationally easier and good features like high search capability contains however, non-convex this is by losing the effect on complications is often criticized. This study advantages of weighted sum method seeks to use, because of its evil unaffected, multi-objective problems resolves. A new decomposition called moea/d-lws based on the EMO algorithm proposed, in which the weighted amount the method is used locally [18]. So much for multi objective optimization a widely used method is weighted is the sum method. The weighted sum approach systematically modifies the weights, and each exceptional unmarried objective optimization determines a unique best-fit solution. The obtained solutions are pared to front approximations. Non-specific anchor points are weights with values of 0, the most useful responses if there is any weak pare to can be generated, please note that weighted early works of sum system, configure the weighted sum method seen in use for optimization [19]. Included in the final category is the weighted sum approach only considered and most widely used of all possibilities. The suggested set of rules uses the three objective functions during the selection technique. A base pair score, entropy, and a weight fully matched column (WFMC) (BPS). We create the very well similarity measure by combining these three functions using a weighted sum technique.[20]. Gray numbers indicate data ranges uses and alternatives gray for rating and ranking weighted sum model (GWSM) we propose which may influence the results to check for changes, wide range considering the uncertainties the best country in gambia is west africa. Long-term GWSM is too high for investors. Considers environmental uncertainty over many years. Considers environmental uncertainty over many years. It is recommended that GWSM is a business. [21]

### 3. RESULT AND DISCUSSION

**TABLE 1.** Human resource information Systems

	In use (%)	Currently under planning and development (%)	No plans (%)
Corporate communication	20.0	31.8	48.2
Recruitment	26.9	31.2	41.9
Selection	19.1	31.5	49.4
Training	39.4	37.5	23.1
Employee opinion survey	13.4	18.3	68.3
Compensation	70.8	17.9	11.3
Payroll service	84.7	13.5	10.8
Employment verification	57.9	14.7	27.4
General information	86.4	10.9	23.7

Table 1 shows the Human resource information Systems using the Analysis method in WSM Alternative: In use (%), Currently under planning and development (%), No plans (%). Evaluation preference: Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information



**FIGURE 1.** Human resource information Systems

Figure 1 Shows the in use (%) it is seen that General information is showing the highest value for Employee opinion survey is showing the lowest value. the Currently under planning and development (%) it is seen that General information is showing the highest value for Training is showing the lowest value. the No plans (%) it is seen that Selection in convergence is showing the highest value for Payroll service is showing the lowest value.

**TABLE 2.** Normalized Data



Normalized Data		
0.231481	0.848	0.70571
0.311343	0.832	0.61347
0.221065	0.84	0.72328
0.456019	1	0.338214
0.155093	0.488	1
0.819444	0.477333	0.165447
0.980324	0.36	0.158126
0.670139	0.392	0.401171
1	0.290667	0.346999

Table 2 shows the Normalized data for Alternative: In use (%), Currently under planning and development (%), No plans (%). Evaluation preference: Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information

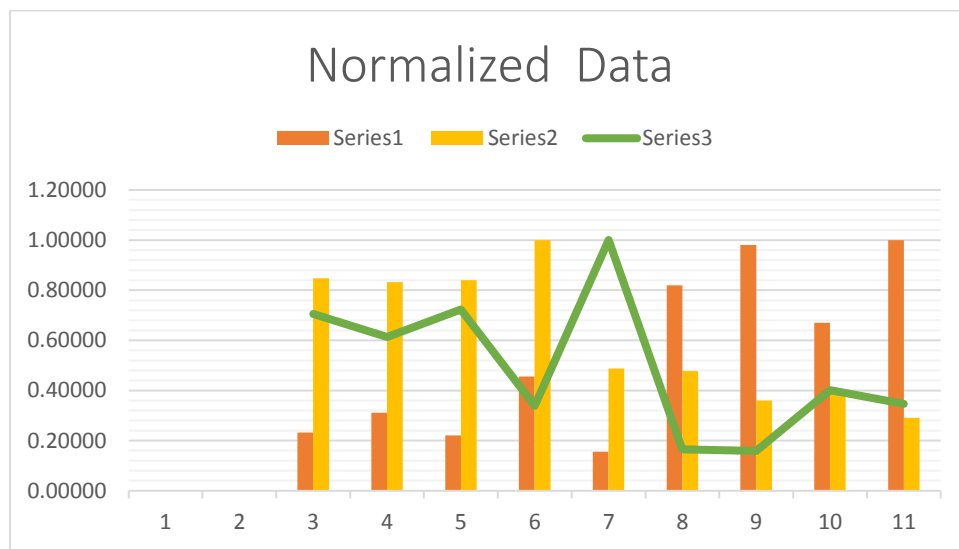


FIGURE 2. Normalized Data

Figure 2 shows the Normalized data for Human resource information Systems Alternative: In use (%), Currently under planning and development (%), No plans (%). Evaluation preference: Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information it is also the Maximum in Normalized value.

TABLE 3. Weightages

Weight		
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25
0.25	0.25	0.25

Table 3 shows Weightages used for the analysis We take same weights for all the parameters for the analysis

TABLE 4. Weighted normalized decision matrix

Weighted normalized decision matrix		
0.05787	0.212	0.176428
0.077836	0.208	0.153367
0.055266	0.21	0.18082
0.114005	0.25	0.084553
0.038773	0.122	0.25
0.204861	0.119333	0.041362
0.245081	0.09	0.039531
0.167535	0.098	0.100293
0.25	0.072667	0.08675

Table 4 shows the weighted normalized decision matrix for Alternative: In use (%), Currently under planning and development (%), No plans (%). Evaluation preference: Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information is also Multiple value.

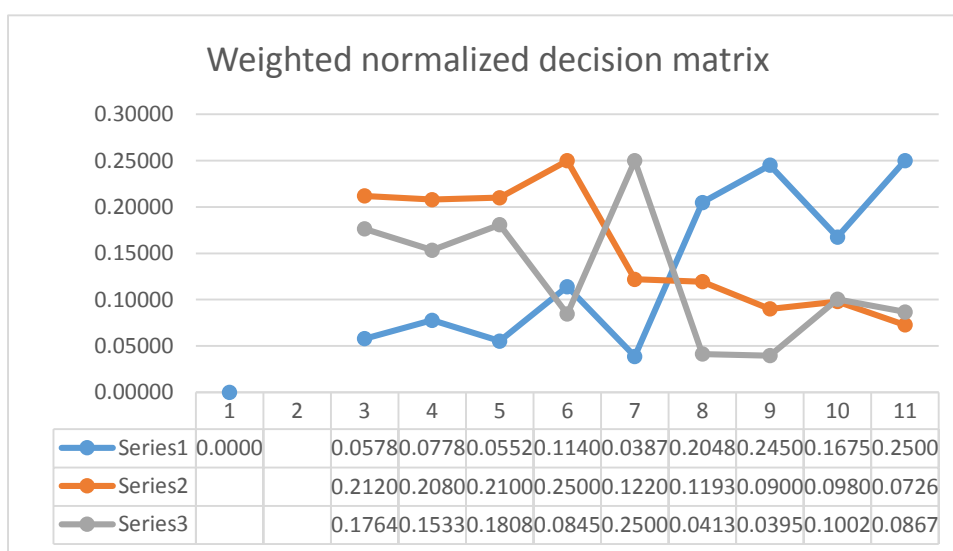


FIGURE 3. Weighted Normalized Decision matrix

Figure 3 shows the weighted normalized decision matrix for Alternative: In use (%), Currently under planning and development (%), No plans (%). Evaluation preference: Corporate communication, Recruitment, Selection, Training, Employee opinion survey, Compensation, Payroll service, Employment verification, General information is also Multiple value.

TABLE 5. Preference Score & Rank

	Preference Score	Rank
Corporate communication	0.446298	2
Recruitment	0.439203	4
Selection	0.446086	3
Training	0.448558	1
Employee opinion survey	0.410773	5
Compensation	0.365556	9
Payroll service	0.374612	7
Employment verification	0.365828	8
General information	0.409416	6

Table 5 shows the final rank of this paper the corporate communication is in 2<sup>nd</sup> rank, the Recruitment is in 4<sup>th</sup> rank, the Selection is in 3<sup>rd</sup> rank, the Training is in 1<sup>st</sup> rank, the Employee opinion survey is in 5<sup>th</sup> rank, the Compensation is in 9<sup>th</sup> rank, the payroll service is in 7<sup>th</sup> rank, the Employment verification is in 8<sup>th</sup> rank, and the General information is in 6<sup>th</sup> rank. The final result is done by using the WSM method.



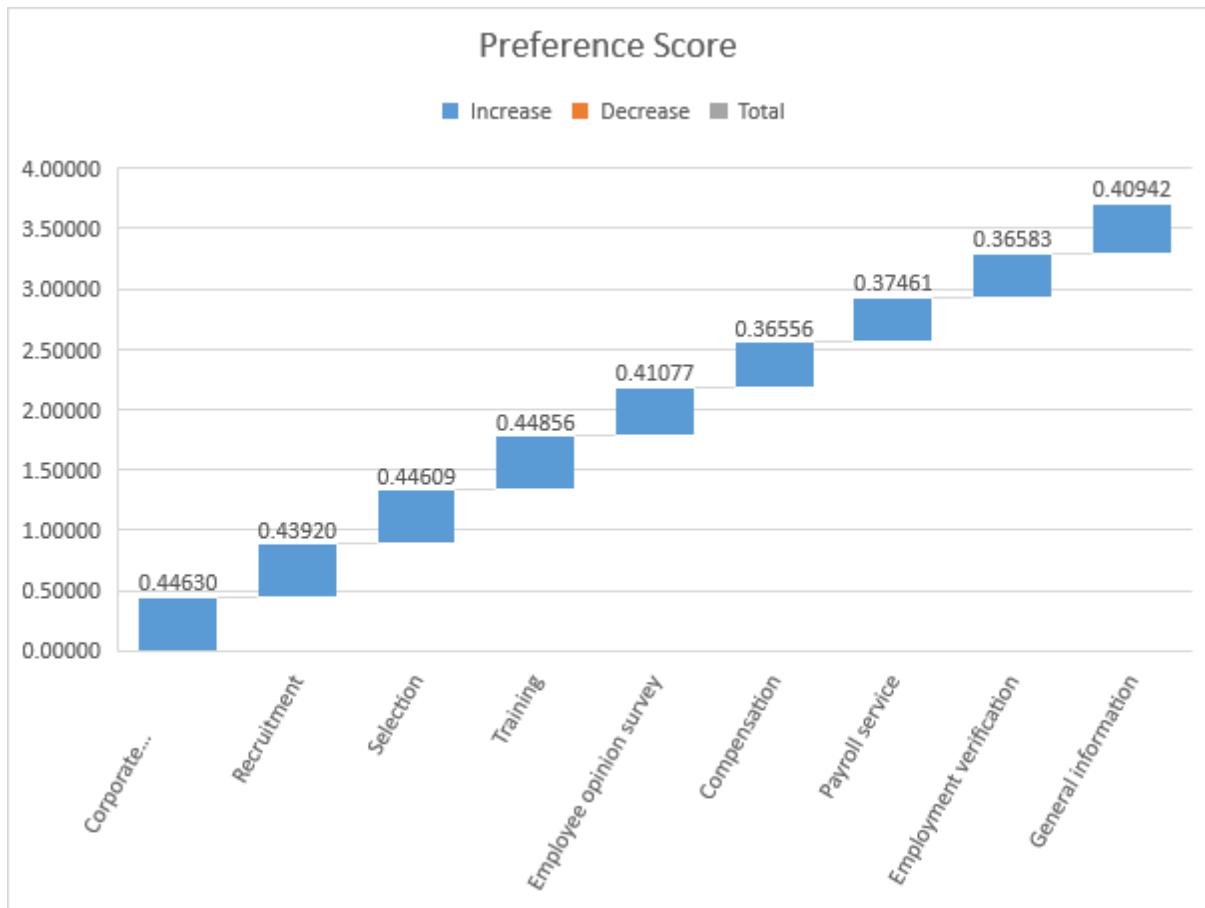


FIGURE 4. Preference Score

Figure 4 shows the preference Score for Corporate communication 0.446298, Recruitment 0.439203, Selection 0.446086, Training 0.448558, Employee opinion survey 0.410773, Compensation 0.365556, Payroll service 0.374612, Employment verification 0.365828, General information 0.409416.



FIGURE 5. Rank

Figure 5 shows the final rank of this paper the corporate communication is in Second rank, the Recruitment is in Fourth rank, the Selection is in Third rank, the Training is in First rank, the Employee opinion survey is in Fifth rank, the compensation is in Ninth rank, the payroll service is in Seventh rank, the Employment verification is in Height rank, and the General information is in 6<sup>th</sup> rank.

#### 4. CONCLUSION

In conclusion, many types of human resources whether information systems exist I feel, these systems for many companies in the world have given success. Information systems have their functions and time in administration, cost, and saving energy to assist the company dump. All these systems save and maintain information a big deal for companies' database inventory has been issued. I have three title examples used basically; a company is managing HR functions how are the systems of the system regarding what has changed I have a deep understanding. However, if each organization's information on their activities implements systems then it does not become successful; how good the system is or it whether is used depends. So, these systems are for full use, how systems work how are the systems also understanding deeply management' with objectives it is important to apply. A human being resource information system (HRIS) human resources within the organization-related information to obtain, save, handle, analyze to do, and restore and is a system used to distribute. Therefore, HRIS is the system for operational management designed system. This is simply hardware or human resources-related software, not the organization, but it is individuals, forms, policies, procedures, data, and information include. For many reasons, a significant amount of HR managers must contain information. Different types within the company functions and functions to implement, the company appropriate, detailed, and continuous information system necessary. Within the company's computerized system various to accept there are factors. These systems in implementing multiple tasks contribute, these are complex characterization and compensation system size, job description and work specification, organizational structure and many plant locations for the company, legal and legal requirements complexity, taking place in the field the innovations that come, in number increase, knowledge workers importance and quantity and to be analyzed, categorized, description and to be used ineffectiveness of HR information size. Human resources development planning reports to the manager, controlling, decision making and information for preparation human resource information systems offer. Basic and registration for administrative functions the operation of the remedies staff regarding value and importance HRIS manager with clear understanding getting are very important. Human resources data and information now as many transactions as possible modified into processes make them readily available do and line managers, high executive committees, and government organizations and accessible to employees. These are the usual management tasks basically reducing time, a number of positions located due to elimination, they are previously human resources various functions related to had to do. Human resources any challenges facing sectors because of these challenges and ensure they mitigate not only, right and working policies companies need to follow there is a need, but in the future to overcome such challenges create instructions too. A good human resource information system (HRIS) in place, processes your HR department to streamline labor and can collect and separate data. All related HR putting data in one place, by the way, your business is properly organized and government regulations an HRIS can also help comply with. With an HRIS, the HR department within a wider computer system staff and staff data can be managed effortlessly, and their energies are very much for important high goals allowing for reallocation.

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