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Assignment: 1 Phase 1 – Business Assessment

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Human Resources Information System (HRM 520)

Introduction

The Gladwell Grocery Stores is in chaos due to not updating its way of working with available recent technology carrying worth adopting functions for any kind of business. The store's operational manager has been paying the extra cost which can be saved through implementation of HRIS. Going each store for every weekend is not only costly but also time-consuming as every store needs to be supervised regularly to provide suitable feedback (Kovach, Hughes, Fagan & Maggitti, 2002).

Business Assessment

The retail store like the Gladwell Grocery must look for the ways through which it can manage its internal processes while keeping the hold on the integrity of each practice. Aligning HR tracking activities is an efficient and effective tool with profit providing transactions. For the operational manager, it is not only an affordable system but also a requirement for creating better results. The HRIS carries the information of every type of the job this retail shop chain has. The system includes information like employee position, responsibilities, payroll needs, training requirements. It works as the invisible supervisor who will be keeping the eye through the system through performances given by each employee.

The cost of installing software at the workplace is much lesser as compared to the cost incurred from visiting each store separately. It is like keeping in touch with every employee just a click away. In a retail business, the stores face the seasonal demands and firm may need some more employees or reduce some in off season this information can be dealt with software. An employee survey can be conducted so that their satisfaction can be determined and immediate steps can be taken for preserving the talent. As the software can provide data in real-time therefore it can be utilized in making financial decisions (Delorme & Arcand, 2010).

Identifiable Issues

Recruitment and selection: hiring the employee through best possible means of selection process so that right person can place on the right job.

Compensation system: describing the basic salary and incentives required as per the job responsibilities.

Training and development: improving the skills and experiences required for smooth operation of business

Performance appraisal: appraising the employee's performance is needful in order to boost and retain the employee as well as compare the performance with targeted goals given to each employee.

The one HR function that will take this business even more forward is compensation plan of the firm. This function plays the vital role in keeping the spirit of the employee alive. It is no doubt a basic reason one joins the job and organization. There is reinforcement theory regarding reward which depicts that when best work is rewarded it actually stimulates for more hard work.

When a high performance is rewarded with sufficient and equivalent reward the person may less likely to perform the same for the second time. Another Adams equity theory regarding compensation is that when the employee feels that he/she is not paid as per his/her work as compared to another employee then he/she is less willing to give his/her best at work place (Bolino & Turnley, 2007).

Conclusion

HRIS plays the vital role in day-to-day business due to its approach of aligning the work with the targeted goal. The HRIS will reduce the cost of business due to its way of using,

receiving and storing data electronically. It also saves the time and provides results for making decisions that best suits to business interest.

References

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