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Submission date: 10-Aug-2021 05:16PM (UTC-0400)

Submission ID: 1630034570

File name: Human_Resource_Information_System12.edited121.docx (25.95K)

Word count: 2408

Character count: 14296

Human Reserve Data structure

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Introduction

Developing an efficient human reserve data structure is effectively contributes to the success of the organization's operations. The human reserve system includes all the methods that the organization uses to gather data and store valuable information concerning the employees of a given firm. The human reserve system helps manage various activities concerning employees, such as employee recruitment, development of employees, and managing employee performance. This report will identify the benefits or opportunities human reserve management data structures can bring to Melbourne Dairy Export company y application of human reserve data structure. The report will incorporate various theories concerning human reserve management systems to explain the opportunities in the human reserve data structure of the firm. The report will also discuss the challenges associated with the human reserve data structure in the firm.

Development and implementation of an effective human reserve data structure is the primary that facilitates an effective human reserve relationship. The human reserve data structure is concerned with human reserve recruitment, such as concerning adequate data necessary for human reserve recruitment and hiring (Alam et al., 2016). The human reserve data structure aligns itself with various theories in human reserve management. The system works hand in hand with the human reserve capital theory. The human reserve data structure generates important information ¹ which is used in developing human capital. For example, a human reserve data structure involves using various strategies to develop human capital through the application of training and development strategies.

Human capital theories suggest that improving the employees' level of education helps to increase the employees' level of productivity. An increase in employee productivity helps

improve the production or the effectiveness of human capital. Further, the theory suggests that investing in educating the employees is one effective method of improving human capital. On the other hand, the human reserve data structure gathers and stores important information concerning employee development. The human reserve information system helps to provide efficient information which is applied in human reserve development. Further, the system provides a frame of reference concerning employee development which is used as a base for reference concerning employee performance. Evaluation of employee performance facilitates the development of human reserves or the basis for investing in human capital.

A human reserve data structure helps evaluate the employee's performance by storing valuable information concerning employee performance. The theory of employee performance states that ensuring employees' job satisfaction is one of the primary factors influencing employee performance. The human reserve data structure works to ensure employees' job satisfaction through the use of some incentives such as promoting employees depending on their performance.

The theory of employee performance explains that satisfying employee psychological growth is one of the main factors that help increase employee performance. Farooqui (2014) states that incorporating a human reserve data structure facilitates the organization to keep a sufficient record concerning the employees, which helps the human reserve manager make strategic human reserve decisions. Keeping employee information concerning their performance helps carry out employee performance evaluation to determine the area that needs improvement (Farooqui & Nagendra, 2014). Further human reserve data structure helps train the employee by using the new technology in the areas that need improvement. Lastly, employee

performance helps the human reserve manager develop an effective employee promotion strategy based on information generated by the human reserve data structure.

The provision of a good relationship between the employee and the employer is one of the main features of a human reserve data structure. The unitarist theory of human reserve relation indicates that conflicts or disagreements between the employee and the employer may occur in their interaction due to some factors such as recruiting wrong employees. There can be problems in the organization's operation in case they hire employees who do not poses the required skills. The human reserve data structure helps evaluate the gaps in human reserves that need improvement, hence providing sufficient information when making recruitment decisions (Obeidat, 2012). The employee and the employee may enter into a conflict if the employee does not produce according to the standards because of low qualifications.

Unitarian theory suggests that to minimize cases of employment conflict between the employee and the employer, the organization needs to develop an effective recruitment system. A human reserve data structure helps provide an effective way of recruiting employees, hence promoting a healthy employee-employer relation. Implementation of a human reserve system helps to create a health task force between the employees and the employer, hence increasing the chances of success of the organization.

The unitarian theory also provides that better communication in the organization helps minimize employer-employee conflict. In other words, developing a proper communication channel helps provide a conducive working relationship in the organization (Greenwood & Van Buren, 2017). A human reserve data structure helps provide a better communication channel in the organization. Human reserve data structure adopts the use of new technology to facilitate between communication services in the organization. The theory further elaborates that using an

efficient communication system helps minimize employer-employee conflicts as there will be no chances of misinterpretation of information. Lastly, human reserve data structures help provide various communication tools to ensure efficient communication in the organization.

One of the opportunities of using a Human reserve data structure is ensuring that the employees of an organization are empowered. Empowering employees is one of the methods that help to increase employee satisfaction. Employee satisfaction refers to the degree of employee level of contentedness in their job. This involves a case where employees are satisfied with the organization's model of supervision. Ensuring that human reserve satisfaction contributes to an increase in productivity of the employees.

Human reserve capital theory argues that investing in human reserves leads to an increase in the employment rate of return. Investment in human reserves involves activities that contribute to employee satisfaction within an organization (Vandenbroucke, Knockaert & Ucbasaran, 2016). The human reserve data structure provides a technological way of ensuring that human reserve is satisfied. One of the methods of ensuring human reserve satisfaction is by creating an ideal remuneration system. The company needs to create an efficient remuneration system that rewards the employee for their services.

The human reserve data structure also provides an opportunity for employee training and development, which helps to empower the employees. Empowering the growth of the employees through the use of employee development schemes is one of the most effective ways of developing workers. Human reserve data structure helps to train and develop workers on new and trending techniques concerning some areas. For example, using a human reserve data structure helps gather data on trending technological issues that can improve human capital efficiency; for example, the employees can be trained on the use of computers in the production process (Morris et al., 2017).

Implementation of a human reserve data structure helps to empower the workers hence increasing their productive capacity.

The human reserve data structure also helps to satisfy the employee's physiological needs. Maslow's hierarchy of needs theory suggests that satisfying employees' physiological needs are essential in empowering employees (Einstein, Addams & Roosevelt, 2016). Human reserve data structures help to satisfy the physiological needs of employees by ensuring there is a conducive working environment by ensuring there is an effective communication system in the organization and remunerating them.

According to Begum et al. (2020), the use of a human reserve data structure helps improve the efficiency of human reserves in the organization. The authors conducted a research where they discovered that using human reserve data structures contributes to improving the organization's efficiency (Begum et al., 2020). The authors further illustrated that human reserve information leads to a decrease in the cost of production of a firm because human reserve data structures help create a conducive working environment for workers. Lastly, the authors realized that the human reserve data structure helps increase the efficiency of human capital by increasing the accuracy of the information in the organization.

The second opportunity of using a human reserve data structure is that it improves employee training capabilities. Human reserve data structures help improve the quality of employee training as it incorporates the use of new technology to train employees. Further, the system helps to conduct employees' performance evaluations to detect areas that need improvement. The human reserve data structure generates adequate data to help improve employee performance in the organization. Additionally, the human reserve data structure helps collect the

necessary information that might affect the employee level of performance by identifying the necessary skills that need to be developed.

Human reserve data structures provide the organization with an opportunity to provide accurate training services to members. The human reserve data structure uses the new technology to deliver high-quality training to employees. Further, the systems help provide new techniques for handling tasks that should be equipped to members to increase their productivity. Provision with training services helps to motivate employees by increasing the worth of their employees. The organization can benefit from employee training by reducing the cost of production by increasing the amount of output per employee. The system equips human reserves to increase in productivity of the employees relative to the cost of hiring. This helps the organization to gain a competitive advantage over other organizations in terms of production.

Implementing a human reserve data structure in an organization may face some challenges, such as poor employee change management strategies. When an organization implements a human reserve data structure, the employees might face some challenges when adapting to the new system. One of the most common challenges the employees face when adopting a human reserve data structure is a lack of knowledge about how to operate a human reserve data structure (Grama, & Todericiu, 2016). If the organization does not train its employees on using a human reserve data structure, the implementation of the system may not succeed.

The employees may face some challenges concerning adapting to change and the use of human reserve data structures. Similarly, the organization's top-level management may resist adapting to the use of a human reserve data structure (Shoaib & Kohli, 2017). Lack of support from the top-level management may affect the firm's adoption process to the new system. The

organization should educate both the employees and top-level management concerning implementing human reserve management systems.

Ensuring the security of data is another major challenge facing the implementation of a human reserve data structure. Human reserve information management systems involve safekeeping and generation of data concerning the employees. The major challenge that faces several organizations is how to ensure the security of information stored about the employees. The organization owes the employees duty to the confidentiality of employee's documents and information. Lack of enough knowledge about data security may lead to loss of information concerning employees, making the system ineffective in terms of data management.

Similarly, the emergence of more cases of cyber threats is one of the challenges that organizations face when implementing human reserve data structures. The emergence of cybercrimes where one can access the organization's data structure and alter or take some important information concerning an employee hinders an organization's human reserve data structure(Cullinane, 2016). Cybersecurity in an organization is largely facilitated by employees sharing passwords with unauthorized persons. The organization should apply security protocols to discourage employees from sharing passwords with unauthored persons within or outside an organization.

Conclusion

Developing an efficient human reserve data structure is effectively contributes to the success of the organization's operations. The human reserve system includes all the methods that the organization uses to gather data and store valuable information concerning the employees of a given firm. The system also helps fulfill some human reserve theories, such as Maslow's hierarchy of needs, which requires the organization to satisfy employees' physiological needs to

increase productivity. Human reserve data structures help to satisfy human reserve physiological needs. Further, there are some opportunities that an organization gets from using human reserve data structures. One of these opportunities is the provision of accurate training to employees.

Human reserve data structures help the organization determine the areas that require improvement from human reserve performance evaluation. Performance evaluation helps to determine which type of skills do the employee needs. On the other hand, some challenges face human reserve data structures; this challenge includes poor change adoption strategies of the organization whereby the organization is not flexible enough to accommodate the changes in the organization. Ensuring the system's security is another major problem that affects the implementation of the human reserve data structure.

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