

REAL TIME SYSTEMS IN HR- For a Sustainable Future.

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ABSTRACT:

With the changing scenario of the world new and innovative learning practices are a day to day life thing. Here in this research which is based on a critical topic that is “Real time systems in human resource” basically is a combination of technology (practical) and theoretical concepts. Every organization wants to be technically sound and have the best and skilled workforce to work with them. How can human resource make use of such smart technologies in their work to meet customer needs and satisfaction. Different work associated with employees sometimes comes up with complains of short time period or delays. For such kind of difficulties systems and technology are of a great advantage. This research has thrown a light on smart systems used in human resource information system and some applications with examples. With this context different views and experiments of people on this research has been taken. It tells us about the implications and effects of real time system and HRIS with a manner of its relevant use and its drawback also.

Key words: Human resource management, Technology, HRIS, Real time systems, Green Hr Practices, sustainable development

INTRODUCTION

Management is the art of managing the organization in an efficient and effective manner. Human Resource plays a very vital role in the management of any organization. The very existence of the organization depends on the employees working in the organization i.e. is the human resource of the organisation.

Today managers around the world are adopting various methods as well as technology to increase the working efficiency of the human resource and increase their productivity.

What is real time system in HR? A hard real-time system (also known as an immediate real-time system) is hardware or software that must operate within the confines of a stringent deadline. The application may be considered to have failed if it does not complete its function within the allotted time span. Thus if any of the work that is being done by the system usable to human resource in a manner:

- To be time bounded.
- The fast completion of work.
- Less time consuming.
- Ease of work with the help of systems.

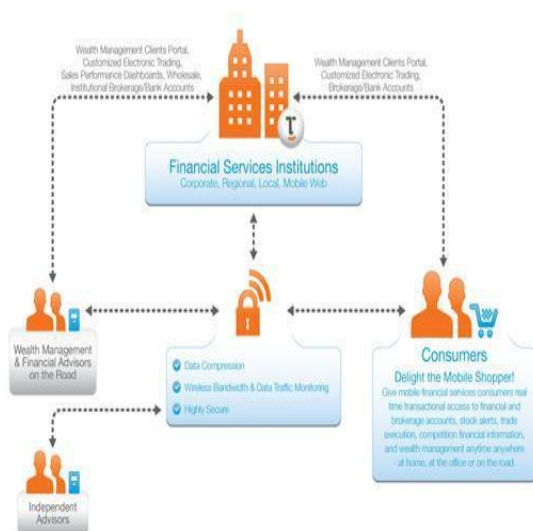
Uses of technology in management in select organisations- Empirical evidences.

The use of RTS in management can be seen in railway tickets booking, as this system is expensive and more advanced you can see the use of this at the time of booking the tickets where the information from one place to other transfers simultaneously so as the booking can be confirmed within the time and is real time usable. Example Cynergy HRIS ticketing software that consists of 6 modules in it CRM, ticketing, knowledgebase/library management, project management, asset management, and expense management.

One more use of it is in customer services like as what a lecturer and a CRM of bank says. We go to restaurants and order comes within a given period

of time, example pizza hut, McDonalds, Dominos, subway, CCD(cafe coffee day) although the work there is carried out by the man and machines both but still there is use of systematic work done in a limited period of time. A CRM of bank says that as for example a customer comes to our bank for any kind of service we employees are provided a limited period of time to facilitate and process their work. For example: Like drawing of cheques within 8-10 minutes. Here is a diagram that represents the use of smart systems mobiles to leveraging existing CRM systems, giving your sales team's access to real time information on the move.

Financial services firms require secure, flexible and scalable mobile solutions to build loyalty, increase market share, and drive revenue.



source: [see ^{ref. no.2}]

Thus this example illustrates the advantage of use of RTS as per mobile systems:

1. Giving employees real time business and market intelligence at their fingertips.
2. Mobilizing administrative tasks and personal information, improving HR compliance and workforce management.
3. Allow IT to securely control and manage the distribution and publishing of applications and content – all in one place.[see ^{Ref. no. 2}].

Last but not the least here is an example of **ORGANIZATION DEVELOPMENT using RTS in HR.**

With trade literature complacently boasting the need for innovation in the present-day corporate scenario, India Inc is beginning to capitalise on intrapreneurship. Thus allows employees to develop internal start-ups only to further nurture.

Dr. VinayKulkarni, VP- innovation & incubation cell, Geometric Limited enunciates, 'our innovation cell, 'consulting and technologies group' is focused on developing products/technologies/service based on customer needs that can be fulfilled using cutting-edge technologies. They are focused on developing a mobile platform and cloud computing based solutions. Some of those re extensions of our existing products, primarily to provide on-demand and scalable computing power to solve large problems, and also evolve new business models.[see ^{Ref.4}]

ADVANTAGES OF REAL TIME SYSTEM IN HR

- 1.HREmployees portal makes it convenient for employees to manage their benefits and other HR related information in real time through one central web-based system that can be accessed from anywhere.
- 2.Manage all aspects of employees benefits
- 3Allow employees to enroll in and administer beneficial information
- 4Review and approve all benefits and hr related data online.
- 5Create job posting and manage them in one centralized location.
- 6 HR real time offers are library of standard reports that makes accessing and analysing information in the system simple and convenient.

Today's need:

In today's global era we require a technology which is environmental friendly, increases our efficiency and productivity, and finally leads to sustainable development.

The use of real time systems in Hr is one such technology which can fulfil all such requirements. There are various green Hr practices which are followed by the organisations these days. Therefore these organisations are having an edge over the competitors.

GREEN HR PRACTISES

- Green HR refers to the contribution of people management policies and activities towards broad agenda.
- Green issues are moving up on everyone's agenda and it's clear that their issues need to be addressed to sustain the environment.
- Business can do their part by establishing green policies which in turn have positive effects on the perception of the people who matter-consumer, press and employee.
- It's also an important issue in which HR can have a big impact without causing much expenditure-good environment management can improve sales and resource costs, providing funding for green benefits to keep staff engaged.

Suggestions

1. Our study thus come to a suggestion point of the utility of such smart systems is beneficial in HR.
2. It is not only advanced but it gives the accurate time, on which work is completed.
3. This should be implemented in a manner for the better customer satisfaction with the aim curiosity of their time.
4. This system keeps colleagues and seniors to be connected off-the job and on the job with the aim of sharing of ideas and visions.

Conclusions

From our research we have concluded that definitely human resource is the one without which the physical appearance of believing is incomplete in the business world and in organization but with the use of smart techniques like RTS in HR the approach to work is at a better extent.

- As this simplifies the work
- Less stress involved
- Fast response
- Time bound
- And more advanced.
- Environmental friendly technique.
- Leads to sustainable development.

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