

The Impact of Human Resources Information System on Company Performance

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ABSTRACT

Making the human wealth the most valuable asset of the company depends on increasing the value created within the HR department, which relies on the replacement of tasks with low value added by activities with high added value, or the integration of An HRIS that introduces notions of operational and decision-making efficiency and efficiency. The three most important benefits for companies using HRIS are improvements and innovations in business processes, automation and talent management processes as well as improvements in service delivery. Despite these benefits, firms continue to invest mainly in HRIS to reduce the costs associated with the HR department, in order to make it more profitable.

Evaluating the impact of HRIS requires assessing its contribution to HR practices, for example, it is easier to estimate its contribution to the reduction of administrative tasks than to estimate its contribution on the performance of strategic activities. In the first case, these are readily measurable data, while in the latter, the data are rather intangible. However, if companies are more and more inclined to spend large sums of money to equip the HR department to remain competitive, on the other hand, this service must succeed in demonstrating the return on investment of these expenses. "Suppliers of" IT solutions "promise a revolution in HRM. At the same time, successive surveys with HR professionals show that they are not satisfied with their HRIS. Should we not be surprised? ". It is through this observation that P. Gilbert concludes his publication on the "Computerization of HRM" in the Encyclopedia of Human Resources (2006: 641)

Issue: Each company has its own HRIS because it meets its specific needs and depends on its size and structure. To cope with the multitude of tasks it faces, the integration of an SIRH has become paramount. Hence our attractiveness to the following problem: How does the HR department achieve its social objectives by adopting an HRIS? And how is this system implemented in the different HR aspects?

Keywords: Human Resources Information System (HRIS), HUMAN RESSOURCES (HR),

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