



# Research on the Improvement of Enterprise Operation Efficiency by Human Resource Management Information System

Zige Huang

Hainan Vocational University of Science and Technology, Haikou 571126, Hainan, China  
DOI: 10.32629/memf.v5i4.2533

---

**Abstract:** Human resource management information System (HRIS) is a comprehensive information management platform, aiming to use information technology and systematic methods to optimize the human resource management of enterprises. HRIS integrates and automates various human resource management functions to improve work efficiency and data accuracy, thus providing strong support for strategic decisions. This paper will discuss the impact of HRIS on the operational efficiency of enterprises, and demonstrate its practical application effect through case analysis.

**Keywords:** human resource management; information system; operation efficiency

---

## 1. Introduction

As the most important asset of an enterprise, the management efficiency of human resources directly affects the overall performance and competitiveness of an enterprise. Traditional human resource management relies on a large number of manual operations, such as low data processing efficiency and insufficient decision support ability, which is difficult to meet the needs of modern enterprises. Human resource management information system (HRIS), as an integrated information management platform, realizes the comprehensive management of recruitment, performance management, salary management and other functions through automatic and systematic methods. The introduction of HRIS can not only improve work efficiency and data accuracy, but also provide strong support for the strategic decision-making of enterprises. This paper will discuss the remarkable effect of HRIS in improving the operation efficiency of enterprises through the case analysis of a well-known manufacturing enterprise.

## 2. Definition of a human resource management information system

Human resource management information system (HRIS) is a comprehensive information management platform, which uses information technology and systematic methods to optimize the human resource management of enterprises. The system integrates multiple functions such as recruitment, training, performance management, compensation and benefits, employee relations and data analysis, and significantly improves work efficiency and data accuracy through automated processes and data integration. At the same time, HRIS can provide real-time analysis and reporting, provide reliable data support for the strategic decisions of enterprises, and contribute to the scientific management of human resources and the sustainable development of enterprises. This system not only improves the efficiency of human resource management, but also enhances the competitiveness and operational efficiency of enterprises[1].

## 3. The influence of human resource management information system on enterprise operation efficiency

### 3.1 Improving recruitment efficiency

The HRM information system plays a significant role in improving the recruitment efficiency. Traditional recruitment methods often consume a lot of time and manpower, while HRIS greatly improves the efficiency by automating the recruitment process. The system can quickly post job information, automatically screen resumes, arrange interviews, and track the status of candidates in real time. This not only shortens the recruitment cycle, but also improves the accuracy of candidate matching, ensuring that companies can quickly find talent to meet the job needs.

### 3.2 Optimizing the allocation of human resources

HRIS realizes the optimal allocation of human resources through the comprehensive management of employees' skills, experience, performance and other data. The system can provide data support according to the strategic objectives of the

enterprise and the actual needs of each department, and help managers to make scientific personnel deployment decisions. For example, when a department needs talents with specific skills, the system can quickly identify and recommend appropriate internal candidates, or make a reasonable recruitment plan to ensure the efficient use of enterprise resources and improve the overall operational efficiency[2].

### **3.3 Improving the accuracy of employee performance management**

Employee performance management is an important link of enterprise human resource management, which is directly related to the work enthusiasm of employees and the performance of enterprises. HRIS makes performance management more accurate and transparent through systematic performance evaluation tools. The system can set clear performance goals, record employees' work performance in real time, and conduct multi-dimensional data analysis. This precise performance management approach not only improves the fairness and accuracy of performance evaluation, but also provides data support for the development of effective incentives to promote the continuous improvement and career development of employees.

### **3.4 Enhancing the effectiveness of staff training and development**

The training and development module is one of the core functions of HRIS, which improves the effectiveness of training through systematic training management. The system can automatically recommend and arrange suitable training courses according to the job needs and personal development plan, and track the training progress and effect. Enterprises can use the training data generated by the system to evaluate the input-output ratio of training, optimize the allocation of training resources, and ensure that the training program can really improve the skill level and working ability of employees, and support the long-term development of enterprises[3].

## **4. Practice case of human resource management information system to improve enterprise operation efficiency**

### **4.1 Background introduction**

A well-known manufacturing enterprise (hereinafter referred to as "the enterprise") has tens of thousands of employees in China, and its business scope covers many provinces and cities, with a large production scale and a complex management level. With the rapid development of enterprises, the traditional human resource management mode has been unable to meet the growing needs of enterprises, resulting in the low efficiency of human resource management and the decline of employee satisfaction. To address these problems, the company has decided to introduce an advanced human resource management information system (HRIS) to improve the overall operational efficiency.

### **4.2 Project implementation**

Before the start of the project, the enterprise first conducted a detailed demand analysis, and defined the goals of introducing HRIS: to improve the recruitment efficiency, optimize the allocation of human resources, improve the precision of performance management, enhance the effectiveness of staff training and development, simplify the salary management process, and improve the ability of data management and decision support. Based on these goals, the enterprise chose a comprehensive and adaptable HRIS system.

### **4.3 Implementation process**

HRIS realizes scientific personnel allocation through comprehensive human resource data management. According to the actual needs of each department, the system provides data support to help managers to make optimal allocation decisions. For example, when a department is short of skills, the system can quickly identify and recommend internally qualified employees, or develop external recruitment plans to ensure the efficient use of resources.

After the introduction of the new system, the performance management of enterprises becomes more accurate and transparent. HRIS is able to set clear performance goals, record employee performance in real time, and conduct multi-dimensional data analysis. Through the performance report generated by the system, managers can fully understand the advantages and disadvantages of employees, and formulate targeted incentive and improvement measures. This data-driven performance management method improves employees' work enthusiasm and overall performance level.

Salary management has always been a difficulty in enterprise human resource management. HRIS simplifies the compensation management process by automating compensation calculation and payment, and ensuring the accuracy and timeliness of compensation payment. The system can integrate attendance, performance and other related data, and automatically calculate employees' salaries, bonuses and benefits, reducing human error. At the same time, the system provides salary analysis statements to help managers understand the structure and trend of salary expenditure, optimize the

salary strategy, and improve employee satisfaction and loyalty.

#### **4.4 Achievements and benefits**

After the successful launch of HRIS, the efficiency of human resource managements of enterprises has been significantly improved. The recruitment cycle has been shortened by 30%, the staffing allocation is more reasonable, and the accuracy and fairness of performance management and salary management have been significantly improved. The effect of employee training has been significantly enhanced, and the overall employee satisfaction and loyalty have also been greatly improved. The introduction of HRIS has not only improved management efficiency, but also significantly reduced operating costs. Automated recruitment and compensation management process reduces the work burden of human resources department and saves a lot of manpower and time costs. At the same time, the system optimizes the allocation of training resources, improves the input-output ratio of the training, and ensures that every input can play the maximum benefit.

### **5. Conclusion**

Through the case analysis of introducing HRIS into a well-known manufacturing enterprise, this paper shows the significant role of HRIS in improving the operation efficiency of the enterprise. Through automation and systematic functions, HRIS has significantly improved the recruitment efficiency, optimized the allocation of human resources, improved the accuracy of performance management, enhanced the effectiveness of staff training and development, and simplified the salary management process. The results show that HRIS not only improves the efficiency of human resource management of enterprises, but also reduces operating costs, improves employee satisfaction and loyalty, and fully proves the importance of HRIS in modern enterprise management.

### **References**

---

- [1] Wu Jingyuan, Li Jia. Discussion on data quality management of human resource management information system [J]. *Economic Outlook of Bohai Rim*, 2022, (09): 94-96.
- [2] Liu Hao. On the construction of human resource management Information System [J]. *Coal Economy in Inner Mongolia*, 2021, (07): 62-63.
- [3] Zhang Zhixue. Discuss the construction and application of human resource management information system [J]. *Marketing industry*, 2020, (34): 159-160.