

УДК 330:331.1

MEANING OF INFORMATION SYSTEMS IN PERSONNEL MANAGEMENT

Usova Yelyzaveta, student

Sumy state University, gr. M-91an/1y

Sulym V. V., PhD

Sumy state University

The article analyzes theoretical aspects of personnel management, investigates the role of information systems in personnel management. Areas of responsibility of the Human Resources Management Information System were analyzed.

Information systems of human resources management as an obligatory attribute of a modern company have been widely introduced in companies long ago. However, the volume and quality of used personnel information is insufficient for making optimal managerial decisions. Today, personnel management is closely connected with information technology. Computer equipment, the Internet, and personnel who are proficient in working with information technology are necessary attributes of a competitive enterprise. The Human Resources Management Information System (HRIS) is a corporate structure designed to manage human resources. It allows the manager to properly manage the company's talent and to create, add and centralize employee data. In this way, the HRIS system consolidates information about the company's workforce and facilitates related processes (Indeed).

HRIS is responsible for: establishing contacts and adding candidate information, streamlining the hiring process by creating meetings with candidates, maintaining employee information, creating a database of employees and candidates, creating a knowledge base for employees, keeping track of employees' status in the company, their current and previous positions, salary history, automating document flow, setting up automated reporting and process analytics, ensuring data protection and recognition (Technology Advice).

Managers, secretaries and human resources have many tools at their disposal for organizing workforce information, from corporate portals and emails, to bulletin boards and periodicals. Therefore, informing employees in the places where they are most concentrated with the help of information stands, has been and remains an important channel for interaction. Technical progress does not stand still and to replace outdated and not corresponding to the modern challenges of paper boards, came the digital displays with a content management system (CMS), the screens of which display information in an attractive form, makes you pay attention, is regularly updated, remaining always relevant.

REFERENCES

- 1.Indeed. HRIS director. Retrieved from: <https://www.indeed.com/viewjob?jk=187eda0cb4493451&tk=1gv3ehbcmi3pq800&from=serp&vjs=3>
- 2.Technology Advice. HRIS Roles and Responsibilities. Retrieved from <https://technologyadvice.com/human-resources-software/resources/hris-roles/>