

# **The Impact of High-Performance Work Systems and HRIS on employee performance**

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## **Abstract**

In today's fast paced and competitive business environment, every organisation is seeking a way to enhance employee performance and productivity. To address this quest, companies are adopting different ways of implementing strong performance strategies to monitor employee progress and productivity. But have you ever thought about why there is so much stress on performance? Why has it become a buzzword in the business industry? Employee monetary benefits, career growth, and motivation all depend upon their work performance; in fact, organisation efficiency is also linked to employee performance. In other words, in most organisations, work is termed as performance. So what is the best approach to increasing employee as well as organisation performance?

In recent years, two systems that have gained the attention of various HR leaders and are considered effective in the organisation are HPWS (High Performance Work Systems) and HRIS (Human Resources Information Systems). This article provides you with an understanding and impact of HPWS and HRIS.

Keywords: HRIS, HPWS, Employee performance, Human Resource.

## **I Introduction**

Companies want to achieve a sustainable competitive advantage in today's fast-paced and cutthroat business environment, and one way they can do this is by developing their employees to their full potential. This realization has led to the development of high-performance work systems (HPWS) and the integration of human resource information systems (HRIS) as powerful tools to enhance employee performance. Both of these developments have occurred as a direct result of this realization. Organizations are able to cultivate an atmosphere that encourages

productivity, employee engagement, and ongoing improvement if they combine various strategic management practices with advances in technological innovation. High-performance work systems are a coherent set of HRM practices that are designed to align the goals of the organization with the capabilities and motivations of its employees. These practices are referred to as "highperformance work systems." These systems place an emphasis on the all-around development of workers by incorporating components of, and opportunities for, professional advancement. The mission of HPWS is to establish a culture in the workplace that fosters high levels of employee commitment, as well as teamwork and creativity. On the other hand, human resource information systems are technologically based platforms that support the management of HR processes and data. The Human Resource Information System (HRIS) enables businesses to more effectively store, process, and retrieve information pertaining to their employees. This information may include personal details, performance evaluations, training records, and career development plans. The incorporation of HRIS into high-performance work systems paves the way for enhanced strategic planning, improved communication, and improved decision-making.

In addition, high-performance work systems encourage employee engagement and motivation by developing a work environment that acknowledges and appreciates high performance. This helps to create a positive work environment. Organizations are able to design performance-based compensation and recognition systems with the assistance of HRIS. These systems are characterized by transparency, fairness, and a connection to particular performance indicators. Because of the integration of technology and performance management practices, performance evaluations are improved in terms of their accuracy, objectivity, and consistency, which ultimately leads to an increase in employee satisfaction and commitment.

## II HRIS and its impact on employee performance

In traditional HR practices, any information related to HR, any query, or any request is addressed solely by a HR practitioner or HR expert in the company. However, with the increase in business complexity, the HR industry is getting more advanced and quick too. Companies are widely choosing HR software to make the people process more efficient and effective for the employee experience. Human Resource Information Systems (HRIS), here "systems," refers to HR information processes conducted electronically or digitally. HR software or an online HR

solution that is intended to centralise all HR data, provide employee self- services and manage employee data.

It is a software solution that collects, stores, maintains, manages, and processes employees' detailed information and data. It encompasses the basic functions that are needed for end-to-end HRM. It is a "two-way street," wherein the data of employees is delivered into the system, and, conversely, sent back to employees. This system eliminates paper-based manual procedures. It provides seamless, streamlined, efficient, and direct interaction between employees and the company. This system lowers the burden on HR professionals so that they can focus on strategic and high-value work processes for the company's growth and better performance.

The combination of HPWS and HRIS presents a significant opportunity to achieve significant improvements in employee performance. Organizations are able to collect and analyze data with the help of HRIS, which enables them to identify performance gaps, monitor progress, and provide timely feedback. This approach, which is driven by data, enables organizations to make educated decisions regarding the development of their employees, identify areas in which they can improve, and align their performance goals with the overall objectives of the organization. It emphasizes the fundamental ideas behind the integration of these systems into organizations as well as the benefits associated with doing so. High-performance work systems, also known as HPWS, are strategic approaches that include a variety of human resource management practices. These practices are designed to maximize employee potential and align it with the goals of the organization. These systems place an emphasis on hiring carefully, receiving extensive training, receiving rewards based on performance, encouraging employee participation, and providing opportunities for career advancement.

On the other hand, human resource information systems, also known as HRISs, are digital platforms that make it easier to manage HR-related processes and data. The use of HRIS enables more effective storage, processing, and retrieval of information related to employees, which ultimately leads to improvements in both decision-making and communication. In addition, the incorporation of HRIS makes it possible to design compensation and recognition systems that are transparent, fair, and based on employee performance. This, in turn, leads to an increase in employee satisfaction and commitment. The integration of high-performance work systems and

human resource information systems provides businesses with a potent tool for optimizing the performance of their staff members.

Creating a culture at work that encourages the growth of employees, increases engagement, and boosts productivity is something that companies can accomplish by making strategic use of HR practices and technology. The integration of HRIS enables efficient management of human resources and data analysis, which in turn makes it easier to make sound decisions. The synergy between “high-performance work systems and human resource information systems (HRIS)” is becoming increasingly crucial for driving employee performance and achieving sustainable success as organizations adapt to the demands of the digital era.

### **III learning affect individual performance?**

When we talk about employee learning and performance, knowledge may be the first thing you think of. And you know what they say, knowledge is power. When you first start out in a role, you probably don't need to know every detail of how the industry works just to do your job.

But the more someone knows about their chosen industry or sector, the more capable they are of making informed decisions. At its simplest, knowledge includes understanding of how to do your job better. Only it's not just about the how, but the why.

When employees have knowledge, they don't just do their jobs a certain way because management said so. They do it that way because they understand the underlying processes and why said approach is the most efficient and effective. Best of all, when employees know enough to make informed decisions, it greatly increases their ability to work autonomously.

- Skills

Knowledge might be essential for employee learning and performance. But, without the proper skills, you have no way to apply it. For instance, you might know a lot about car design. But that doesn't mean you're qualified to run the machinery which assembles them.

This includes core skills for your role. Like a paralegal knowing how to file legal forms and requests. But it also includes soft skills, like emotional intelligence, active listening, and timeliness.

#### **IV Impact of a High Performance Work System on employee performance**

- Increase Process Efficiency

HRIS plays the most important role in streamlining the HR process. With the use of HRMS tools, processes become more organised and smooth to manage. Multiple HR activities can easily be managed with the help of these tools. This leads to an increase in process efficiency which can't be ignored as it is one of the approaches to develop employee experience.

- Increase Employee empowerment

HRIS brings automation in HR practices that make the entire function faster, smoother and error free. People expect timely and accurate responses from HR on their concerns. The HR software helps in closing employee concerns and queries faster than the manual process. It takes care of HR administrative work and allows HR focusing on strategic HR decisions. Also, a portal like employee self service enables employees to refer, update, edit or access their documents without any dependency on the HR team. By giving employees easy access to their information, HRIS empowers them to control their career decisions leading to increase in job satisfaction and motivation.

- Increase Employee Productivity/Engagement

Because of the multiple features and work capabilities, HRIS helps in increasing employee engagement. Employees and other stakeholders can track the level of work engagement and act accordingly. Learning Management Software or Performance Management modules help employees to keep a track of their performance, provide measures to fill the skill gaps, ultimately lead to increase in career growth.

#### **Conclusion**

This article concludes and makes it very clear that HPWS and HRIS systems have a powerful impact on overall organization performance. First, HR experts must develop the HR policies and procedures aligned to HPWS systems and then by introducing HRIS in the organization, unlock the capabilities and potential of employees to contribute to the company success. In conclusion, the combination of high-performance work systems and human resource information systems can significantly impact employee performance. By implementing strategic HR practices and

leveraging technology, organizations can create an environment that fosters employee development, engagement, and productivity.

The integration of HRIS enables effective management of HR processes, data analysis, and decision-making. As organizations continue to evolve in the digital age, harnessing the power of high-performance work systems and HRIS becomes crucial for driving employee performance and achieving sustainable success. The impact of high-performance work systems and human resource information systems on employee performance is substantial. By fostering skill development, enhancing engagement, enabling performance measurement, aligning goals, supporting continuous improvement, implementing performance-based rewards, and facilitating strategic workforce planning, these systems collectively contribute to creating a high-performing and motivated workforce that drives organizational success.

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