

PH.D. THESIS

MR. RAMCHANDRA VASANT MAHADIK

MARCH 2017



“A STUDY OF HUMAN RESOURCE INFORMATION
SYSTEMS PROCESSES AND PERFORMANCE TO
IDENTIFY EFFECTIVENESS OF IT IN LARGE SCALE
ORGANIZATIONS IN WESTERN INDIA”

A THESIS SUBMITTED TO
BHARATI VIDYAPEETH UNIVERSITY, PUNE
FOR AWARD OF DEGREE OF
DOCTOR OF PHILOSOPHY IN MANAGEMENT
UNDER THE FACULTY OF MANAGEMENT STUDIES

SUBMITTED BY
MR. RAMCHANDRA VASANT MAHADIK

UNDER THE GUIDANCE OF
PROF. DR. NILESH MAHAJAN
(GUIDE)

&
PROF. DR. AJIT MORE
(CO-GUIDE)

RESEARCH CENTRE
BHARATI VIDYAPEETH DEEMED UNIVERSITY
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This is to certify that the work incorporated in the thesis entitled “A study of Human Resource Information Systems processes and performance to identify effectiveness of it in large scale organizations in Western India” for the degree of ‘Doctor of Philosophy’ in the subject of Management under the faculty of Management studies has been carried out by Mr. Ramchandra Vasant Mahadik in the department of Bharati Vidyapeeth Deemed University, Institute of Management And Entrepreneurship Development, Pune during the period from November 2008 to December 2016 under the guidance of Dr. Nilesh Nandkumar Mahajan.

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DECLARATION BY THE CANDIDATE

I hereby declare that the thesis entitled “A study of Human Resource Information Systems processes and performance to identify effectiveness of it in large scale organizations in Western India” submitted by me to the Bharati Vidyapeeth University, Pune for the degree of **Doctor of Philosophy(Ph.D.)** in subject of Management studies under the Faculty of Management is original piece of work carried out by me under the supervision of Prof. Dr. Nilesh Nandkumar Mahajan. I further declare that it has not been submitted to this or any other university or Institution for the award of any degree or Diploma.

I also confirm that all the material which I have borrowed from other sources and incorporated in this thesis is duly acknowledged. If any material is not duly acknowledged and found incorporated in this thesis, it is entirely my responsibility. I am fully aware of the implications of any such act which might have been committed by me advertently or inadvertently.

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