

**A Study of Human Resource Information Systems processes and performance to identify effectiveness of it in selected companies in western India.**

**Questionnaire**

I am Ramchandra Vasant Mahadik PhD (Management) scholar from Bharati Vidyapeeth University Pune, doing research on “A study of Human Resource Information Systems processes and performance to identify effectiveness of it in large scale organizations in Western India”, as part of it I am conducting this survey.

Note: Purely Academic Purpose and Ph. D. research only.

Organization:			
Department Name:			
Mailing Address:			
Your Name (Assessment Lead):			
Contact No. Telephone			
Mobile			
Date(s) of Assessment:			
Size of the organization	<input type="checkbox"/> Small Scale <input type="checkbox"/> Medium Scale <input type="checkbox"/> Large Scale		
Experience in HR	<input type="checkbox"/> Less than 5 years <input type="checkbox"/> More than 5 and Less than 10 years <input type="checkbox"/> More than 10 and Less than 15 years <input type="checkbox"/> More than 15 years		
Type of Organization	<input type="checkbox"/> Manufacturing	<input type="checkbox"/> Financial	<input type="checkbox"/> Agribusiness
	<input type="checkbox"/> IT	<input type="checkbox"/> Service sector (other than financial)	<input type="checkbox"/> Other (Please Specify)

### Section 1: Human Resource Information System Software

1	Does the Organization use any HRIS?	<input type="checkbox"/> Yes <input type="checkbox"/> No
2	From How many years Organization using HRIS?	<input type="checkbox"/> Less than 5 years. <input type="checkbox"/> 5 or More than 5 years.
3	Indicate the name of your Current HRIS with version:	
4	When it was Installed?	
5	List three major objectives/goals/reasons for which HRIS is Implemented in your organization.	
6	Extent of use of HRIS in organization. (Percentage of modules of HRIS being used)	
7	Percentage of HR employees who can use the Human Resource Information System.	
8	Are you satisfied with the HRIS?	<input type="checkbox"/> with respect to its functionality <input type="checkbox"/> With respect to use.
9	Are you satisfied with the modules that you have installed and are available for use?	<input type="checkbox"/> Yes <input type="checkbox"/> No
10	Are you satisfied with the deployment of HRIS in organization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
11	Are you satisfied with the flexibility of HRIS in organization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
12	The information generated from our HRIS is underutilized by top management.	<input type="checkbox"/> Yes <input type="checkbox"/> No
13	Are you satisfied with the way in which system upgrades have been installed.	<input type="checkbox"/> Yes <input type="checkbox"/> No
14	Overall the HRIS is effective in meeting strategic goals.	<input type="checkbox"/> Yes <input type="checkbox"/> No
15	Which modules of HRIS are being used in your organization? (give ranking	

	<input type="checkbox"/> Employee Information Systems	<input type="checkbox"/> Applicant Tracking and Placement	<input type="checkbox"/> Performance Management	<input type="checkbox"/> Government Reporting	<input type="checkbox"/> Payroll
	<input type="checkbox"/> Recruitment Module.	<input type="checkbox"/> Training Modules	<input type="checkbox"/> Leave Management	<input type="checkbox"/> Time management	<input type="checkbox"/> Ince
	<input type="checkbox"/> Other (list)				
16	Please state reasons for not using any of the available modules in the HRIS.				
17	Please list any modules which you feel necessary but are not the part of your HRIS.				

18	HRIS in our organization has the following characteristics.					
	Strongly Disagree	Moderately Disagree	Neutral	Moderately Agree	Strongly Agree	
a) User Friendly						
b) Compatible						
c) Reliability						
d) Efficiency						
e) Security						
f) Flexibility						
g) Maintainability						
h) Clarity						
i) Consistency						
j) Stability						
k) Accuracy						
19	According to you, why this HRIS is better than similar Products.					
20	Based on your Experience, which requirements are yet not implemented in your HRIS? (List the Requirement Module wise)					

## Section II – Employee Satisfaction with the HRIS

Using the following scale please tick a number to indicate the extent of your agreement with each of the statements given below.

<b>Strongly Disagree</b>	<b>Moderately Disagree</b>	<b>Neutral</b>	<b>Moderately Agree</b>	<b>Strongly Agree</b>
1	2	3	4	5

		<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>
1	HRIS has made the HR department more important in the organization.					
2	The Human Resources (HR) department is satisfied with HR services provided by HRIS.					
3	As a result of the availability of the HRIS, the staff is satisfied with HR services delivered to them by HR dept.					
4	HRIS has improved the HR functions at our organization.					
5	HRIS has helped to forecast staff needs.					
6	HRIS has improved the data maintenance process.					
7	HRIS has decreased the time spent on communicating information with in organization.					
8	HRIS has decreased the time spent on correcting errors.					
9	As a result of our HRIS there is timeliness in the processing of HR services.					
10	As a result of our HRIS there is cost saving on the HR functions.					
11	The information generated form our HRIS has increased coordination between HR dept and top administration.					
12	Our HRIS has made our HR decision making effective.					
13	Our HRIS has improved the training process.					

14	Our HRIS has improved the HR Planning Process					
15	Our HRIS has improved the Recruitment process					
16	Our HRIS has improved the Selection process					
17	Our HRIS has improved the Orientation, Training & Development process					
18	Our HRIS has improved the Career planning and development process					
19	Our HRIS has improved the Performance appraisal process					
20	Our HRIS has improved the Employee Compensation and benefits process					
21	Our HRIS has improved the Occupational health and safety process.					
22	Our HRIS has increased security concerns					
23	Our HRIS has decreased the time spent on recruitment.					
24	Our HRIS has decreased the time spent on training.					
25	Our HRIS has decreased the time spent on making staff decisions					
26	Our HRIS has decreased the time spent on communicating information within our organization					
27	Our HRIS has decreased the time spent on processing paperwork					
28	Our HRIS has decreased the time spent on correcting errors					
29	Our HRIS has decreased data input expense					
30	Our HRIS has decreased cost per hire					
31	Our HRIS has decreased recruiting expenses					
32	Our HRIS has decreased training expenses					
33	Our HRIS has decreased the overall HR staff's salary					

	expense					
34	Our HRIS has provided increased levels of useful information					
35	The information generated from our HRIS has increased coordination between HR department and top administrators					
36	Our HRIS has decreased paperwork					
37	Our HRIS has made our HR decision-making more effective					
38	The information generated from our HRIS helps our organization to make more effective promotion decisions					
39	The information generated from our HRIS helps our organization make better decisions in choosing better people					
40	The information generated from our HRIS helps our organization decide when training and skill development are necessary					
41	HRIS identifies unfilled positions accurately.					
42	HRIS analyses the employees in each position					
43	Candidates are recruited through HRIS e-recruiting.					
44	HRIS users know technical details of HRIS system.					
45	HRIS users know hardware required to implement HRIS system.					
46	HRIS users know software's required to implement HRIS system.					
47	HRIS user handles technical issues during HRIS use.					
48	HRIS users helps in upgradation of HRIS system.					

Please provide your email address If you would like to know the outcomes of this research.

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