

# NEW APPROACHES OF HRIS DURING COVID-19 TO TACKLE THE PROBLEM ARISING IN THE EDUCATION SECTOR



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## ABSTRACT

The pandemic has affected every sector throughout worldwide and the core sector affected that has unfavourably affected has been Education Sector. The education area moving to online methodology the main gizmo that would help would be Human Resource Information System (HRIS). Education sector has to have its inclusive Human Resource function online to function in the post COVID times. With certain changes like office timings, work from home being the new approach and concept of working, there is a huge enhancement in the use of technology which will lead the new operational techniques and organizational goals. In view of the economic slowdown there will be a shift in working traditions and ways of working like usage of technology, cost saving, travel expenses and employee productivity and engagement. HRIS plays very active role via IT and helps to decrease bottlenecks in education sector. HRIS provide active platform for teachers that save the job of the teachers and future of students also. There are lots of approaches adopted by HRIS to handle the problem arisen in education sector during COVID-19. HRIS enable improvement in traditional processes and enhance strategic decision making. It allocates all HR activities to be processed online. The crux of this paper is to highlight the approaches followed by HRIS to remove problems in education sector during COVID-19.

Sample size is taken by researcher is 80 over 100 population size. Primary and secondary data are used for data collection. Questionnaires are used for primary data collection method.



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<b>JEL Classification</b>	I2
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## INTRODUCTION

COVID-19 has forced the education sector to use a combination of an offline and online medium for its existence, highlighting the need for Human Resource Information Systems (HRIS) to be more vital. This global change requires management to be adaptive to various tools that would boost their institution's efficiency. HRIS has significantly developed since commenced more than 50 years back. They have been much advanced and developed further in comparison to converting paper records to a computerized database. At present, HRIS is competent in managing the entire HR task online. The structure is in the shape of software, i.e., an online result of capturing and tracking all HR actions like staffing, payroll management, and performance assessment. HRIS is supposed to provide the potential to plan, organize and control HR costs, accomplish better efficiency and excellence in HR decision-making, and progress employee and managerial efficiency and effectiveness more efficiently. In the majority, an HRIS leads to an increase in competency when it comes to decision-making. As the education sector now has to combine online and offline working habits, HRIS would be more significant as it would track all HR purposes effortless and in real-time. The management of educational institutes in different geographical bases can synchronize and track the different human resources methods without difficulty. Accomplishment and adapting HRIS lead to the organization successfully storing employee information more firmly and precisely. It will also assist the institutes in their development as each testimony would be precise and current. This results in decision-making becoming well-organized in the educational institutions with the introduction of HRIS as the decisions would be through on precise information.

The reporting leads to a fast process without any time interval and helps make the right decisions. The effectiveness and value, i.e., the superiority of an HRIS, will facilitate an institution to summarize its staff like their potency and flaw. The HRIS would allow the institution to appropriately know the people in the organization and how many additional recruits they would require, which would show the improvement of enhanced recruitment policies, promotion, and training. In this way, eligible people will be in the correct place at accurate time-quality human resource and personnel management. HRIS moves from segregation to incorporation and facilitates a holistic approach to education.

## NEW APPROACHES OF HRIS

Branch of Education, Patna Women's College, and Internal Quality Assurance Cell (IQAC) are commonly coordinating a worldwide online seminar on 'Employment of E-getting the hang of during Lockdown: Academic Challenges and the Road Ahead.' The online class is a



two-day long event and will close on Saturday, May 9. Nearly 600 workers from the public, worldwide schools, and universities joined the online class in every way that really matters. The online class is being figured out when each and every enlightening foundation is taking the e-adapting course to complete the timetable due to COVID lockdown.

The COVID pandemic has disturbed associations and made HR chiefs ponder their function as they change in accordance with social removing rehearses and another workplace that they may never have envisioned. To forestall the spread of the Covid, organizations have changed to a distant work model at a rate and scale they have never experienced. As vis-à-vis coordinated effort is supplanted with email and videoconferencing, HR supervisors need to accomplish troublesome work under troublesome conditions. (Lewis, N. 2020, April 22).

The HRIS adopts some critical approaches to tackle the situation arising during and post COVID-19.

- Change old Strategy and policy
- More and more use of IT
- Focus and concentrate on saving time and cost
- Concentrate upon home-based work
- Development of new and easy to use software

There are various tactics embraced by the HRIS that will help in the educational system and can fight against a worse situation that is created during and after post-COVID.

Human Resource Information System (HRIS) can be characterized as a product or online arrangement that is utilized for information passage, information following, and the information the executives of all HR tasks of an association. With the universe of work in a condition of ceaseless, advanced motion, HR frameworks and cycles need to adjust to a world that is datafied, innovation-driven, and individuals-driven. (What Is HRIS? System, Model, and Application. 2019). Some five HR viewpoints, or procedures, that can profit your workers and the organization's main concern. ("HR Strategies for a Post-COVID-19 Workplace - DBT," 2020)

- Employee personalization
- A focus on wellness
- Workplace flexibility
- Employee upskilling
- AI-driven technology

AI-based technology helps in the educational sector for both teachers and students. In the education sector, it helps in different ways. HRIS acts smartly for the education system. It provides an IT-based system for education that facilitates teachers and students also.

## **HOW DO THE FUTURE ORGANIZATIONS RESEMBLE?**

There are various ways adopted by the organization for future survival after COVID-19.



All these means and methods are handled easily with the help of HRIS. HRIS paves the way to fight against the post-COVID situation. The organization adopts some important strategies and policies as:

- Working hours, areas and even the work game plans to turn out to be more liquid
- Remote attempting to be a basic piece of each association
- The ubiquity of legally binding positions and consultants to develop
- Focus on learning and improvement to increment to prepare representatives future.  
(www.EthrWorld.com, n.d.)

## **PROBLEMS IN THE EDUCATION SECTOR DURING COVID-19**

- Lack of classes
- Poor attendance
- Salary cutting of teachers
- Use of Data and android
- Increase mental frustration
- Increase in unemployment
- Increase poverty

### **Solution of problems arises in the education sector due to COVID-19**

Any software cannot easily tackle the unavoidable situation as HRIS. But some positive efforts are made by HRIS that handle the situation arising during the pandemic and after the pandemic in some extent. HRIS manages and provides the IT-based platform to tackle the situation of regular classes. It provides some small data-based applications for managing the classes. As well -known the fact that pandemic ceases the outgoing activity that increases mental frustration in students, teachers and other sector employees also. It also increases the unemployment level, but HRIS software provides different applications that cope with the critical situation arisen in students and teachers also. When unemployment increases its naturally increases poverty. Due to the positive effort of HRIS software unemployment level is decreases and it lacks the poverty level

## **LITERATURE REVIEW**

**Sethi, R. (2020):** HRIS has been outlined as integrated systems used to attain, organize, recover, gather, store, analyze and provide information regarding the organization's human resources. It is an information arrangement and software that creates data compilation and tracking simple for humans. HRIS, an application of Management Information Systems, on the whole gather and tracks the data related to the human resources of the organization.

The approach of storing employee data has been developed and created compared to early trends where the data concerning employees were stored manually in files that acquired maximum storage space resulting to problems in the tracking of the preceding information. But with the introduction to HRIS and digital platform it has incorporated all the information related to human resources like employee details, payroll, and performance tracking etc.



under the distinct platform. As the data at present is stored electronically, it has reduced the amount of documents and storage, resulting to cost reduction, physical hard work, and making an individual's job easy.

The study done was an exploratory analysis to figure additional understanding into the Human Resource Information System (HRIS). Accordingly, a qualitative analysis design was used where this subjective study gathers well-off information concerning the field so as to inductively bring into a new knowledge base.

HRIS provides correct information at an accurate time, which helps the top management at the institution implement planned decisions. HRIS totally changes the way of working of the organization. The research help further the objective of HRIS creating the work of the HR department of the institute effortless and less superfluous, resulting in making more planned decisions. Also, there is a lot of HR behavior that is high-handedly done through computerization. The HRIS helps build the HR department and shows how many resources are getting the liberty to do extra calculated work.

HRIS assembles data and facts, distributes among various functional divisions within the institutions, like a relational database arranged for different stakeholders. HRIS is a technique for corresponding intra institution. It signifies learning through opinion as individual functioning on the HRIS constantly learns from the organization's activities and guides further to take an improved decision on the basis of past errors. The research develops the theory that institutes must not evaluate HRIS as expenditure but as a strategic venture for the prospect of the organization. HRIS mechanism may be costly initially, but the investment return is high as subsequent to the preliminary setting up amount it requires as maintenance expenditure. Also, other crises would be opposed to from the employees, and in this regard, literature proposes that an institute wishes to innovate.

To conclude, the research conducted on the subject is vital as it deals with the important topic to be analyzed going forward as there will be a lot of changes coming up in the future where new ways and ideas will definitely take to the next level where such study will be a ladder for further research.

**Sanjay S. (2020):** In the current scenario the mankind is living in these tough times of COVID where every individual is following the rules of social distancing to break the impact of the virus amongst each other in every sphere. The people have sheltered themselves within their places. Somewhat the persons have been persuaded to toil with personality which has been an exigent method to oneself together sensitively and psychologically. The HR Department is employee-centric. When people have been secluded or have been put to task in the sticks, it is the role of HR to strike for their upliftment.

Agile Wow meet up cluster notioned concerning dialogues with HR people on how they are administrating this state of affairs, and it was stunning to note diverse plans in progress by HR group. This is a joint record from every member without sequence. Members and business entities have been kept in non-disclosure. As all the members and the organizing group associates being sorted - Amit Singh and Dinesh Saini.



**R. Kumar (2020):** Though the spoil to the division is analogous to the spoil to all divisions globally, it is probable that by way of some cautious preparation, we might be able to minimize the long-standing consequences of this long-drawn-out shutdown.

The Delhi Government had mooted an appealing proposal to offer data packages to the undergraduates of Class X and XII. Despite the fact that this is possible to have definite exceptional challenges – predominantly the usage of data imperfectly for objectives other than learning – smart machinery resolution can be established. Employ of the internet can be limited to precise application set up by the regime. Likewise, a further appealing plan has been in mechanism deployed in the State of Uttar Pradesh which is scheduling to use Doordarshan, All India Radio, and community radio to encourage audio-based education amongst students who have non-access to the internet.

## RESEARCH OBJECTIVES

1. To review HRIS in the education system during the COVID-19 pandemic
2. To investigate the active role of HRIS to tackle the problems that arise in the education sector in pandemic and post-pandemic

## RESEARCH METHODOLOGY

Research methodology is the way through which researchers need to direct their exploration. It shows the way through which these researchers detail their concern and target and present their outcome from the information got during the examination time frame. This exploration plan and system section likewise show how the examination result toward the end will be acquired in accordance with meeting the goal of the investigation. (Kassu Jilcha Sileyew, 2019)

As contemplated by Fraenkel and Warren, the populace alludes to the total arrangement of people (subjects or occasions) having regular qualities in which the specialist is intrigued. The number of inhabitants in the examination was resolved dependent on an irregular testing framework.

Research is based upon secondary and primary data collection methods. A structured questionnaire is used for the primary data collection method. The population size is taken as 100, and the sample size is 80.

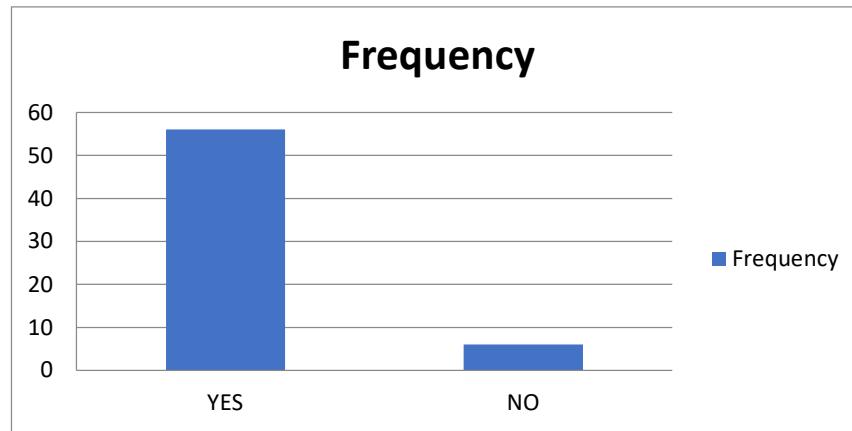


## SURVEY ANALYSIS

1. Is HRIS play an effective role in this pandemic situation of COVID-19

S.No	HRIS plays an effective role	Frequency	Percentage
A	YES	72	90
B	NO	8	10

Source: Author compilation



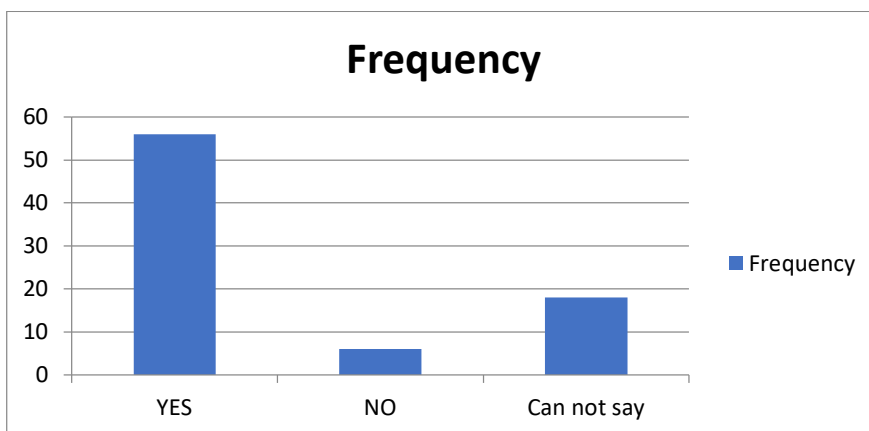
Source: Author compilation

Among the respond of 80 persons it is found that 72 persons are respond to YES and 8 persons are respond to NO regarding HRIS playing an effective role in the COVID pandemic situation.

2. Is It reduces the unemployment in COVID-19

S.No	HRIS reduce Unemployment	Frequency	Percentage
A	YES	56	70
B	NO	6	7.5
C	Cannot say	18	22.5

Source: Author compilation



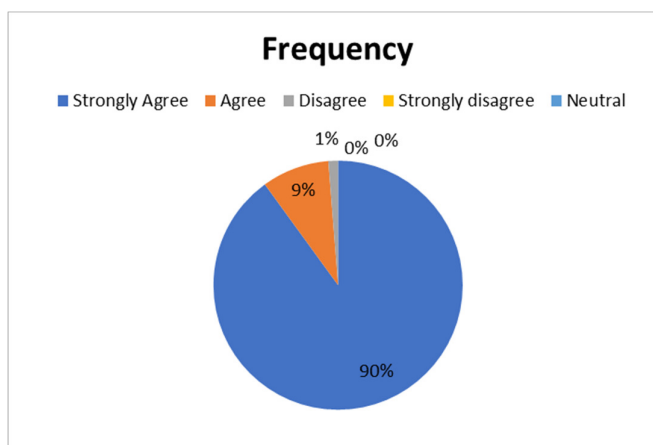
Source: Author compilation

From the response of 80 persons, it is found that 56 persons are responding to YES and 6 persons are respond to NO, and 18 persons are not able to say something regarding that Human resource information system helps in reducing the unemployment during the COVID situation.

3. Due to the management of HRIS, transport expenses of institution can be reduced because of online class

S.No	Response	Frequency	Percentage
1	Strongly Agree	72	90
2	Agree	7	8.75
3	Disagree	1	1.25
4	Strongly disagree	0	0
5	Neutral	0	0

Source: Author compilation



Source: Author compilation

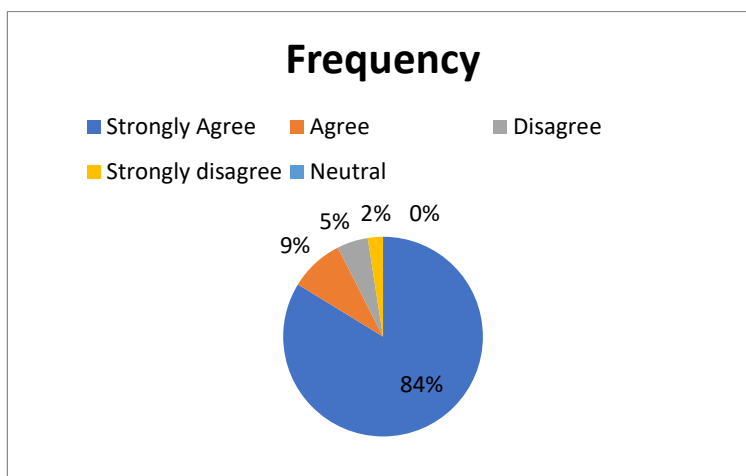


This analysis is based on the Likert analysis. Among 80 persons, 72 persons strongly agree, seven persons only agree, one person disagrees, none strongly disagree, and none are neutral regarding the management of HRIS, the transport expenses of the private institution become minimized too much.

4. It freezes the hiring process of new employee in the educational institution.

S.No	Response	Frequency	Percentage
1	Strongly Agree	67	83.75
2	Agree	7	8.75
3	Disagree	4	5
4	Strongly disagree	2	2.5
5	Neutral	0	0

Source: Author compilation



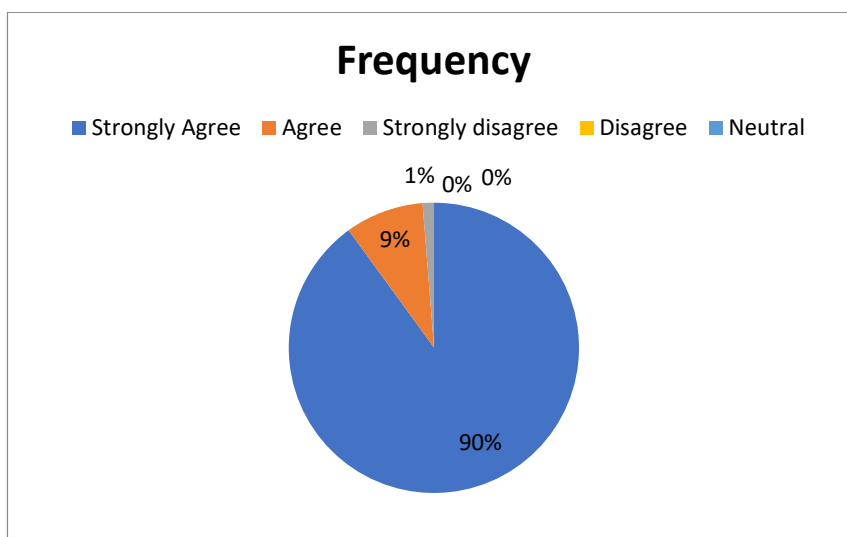
Source: Author compilation

This analysis is based on the Likert analysis in which among 80 persons, 72 persons strongly agree, 7 persons only agree, 1 persons disagree, 0 persons strongly disagree and only no persons are neutral regarding due to the management of HRIS the hiring process in the private educational institute become frizzed.

5. Due to HRIS management it is possible to stay In touch with the student during this pandemic situation of COVID.

S.No	Response	Frequency	Percentage
A	Strongly Agree	72	90
B	Agree	7	8.75
C	Strongly disagree	1	1.25
D	Disagree	0	0
E	Neutral	0	0

Source: Author compilation



Source: Author compilation

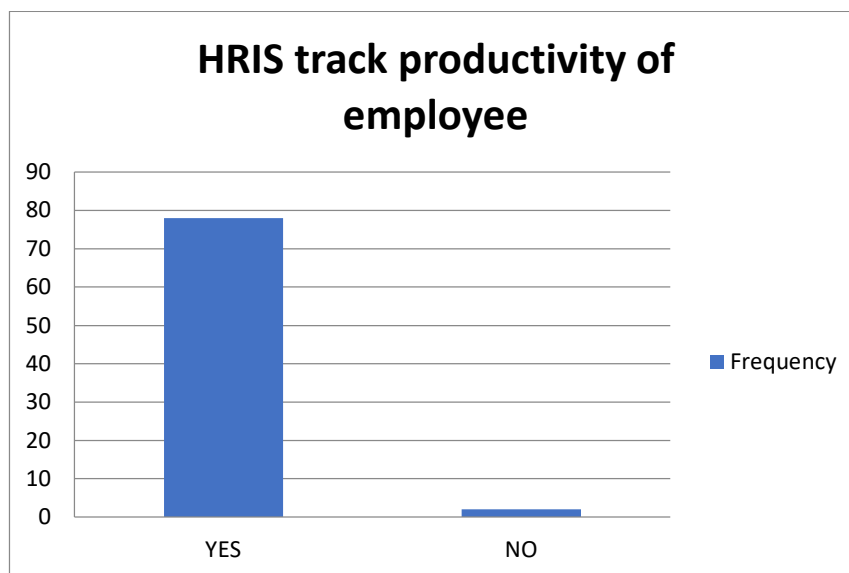
This analysis is based on the Likert analysis in which among 80 persons, 72 persons strongly agree, seven persons only agree, one person disagreed, and none strongly disagreed, and none are neutral regarding due to the management of HRIS it is possible for the faculty to remain to stay in touch with the student.

6. With the help of HRIS, it is possible to track employee productivity or performance

S.No	HRIS track the productivity of the employee	Frequency	Percentage
A	YES	78	97.5
B	NO	2	2.5

Source: Author compilation





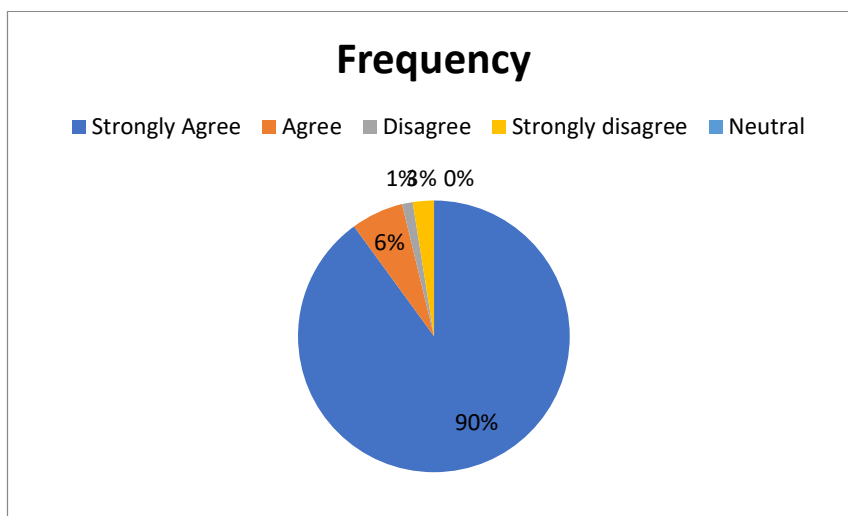
Source: Author compilation

Among the responses of 80 persons, it is found that 78 persons responded to YES and 2 persons responded to NO regarding HRIS playing an effective role in tracking employee productivity of the private institution during the COVID situation.

7. COVID safety become effective (Work from home) because of HRIS management.

S.No	Response	Frequency	Percentage
A	Strongly Agree	72	90
B	Agree	5	6.25
C	Disagree	1	1.25
D	Strongly disagree	2	2.5
E	Neutral	0	0

Source: Author compilation



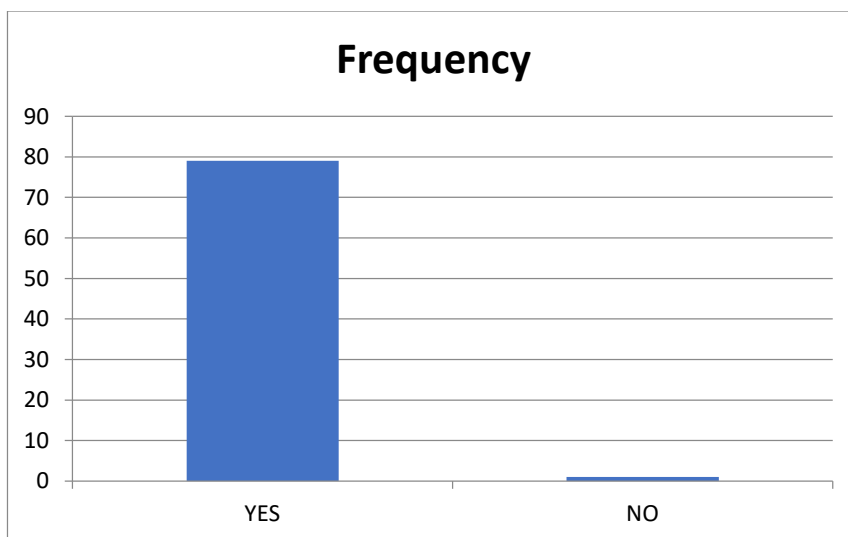
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This analysis is based on the Likert analysis in which among 80 persons, 72 persons strongly agree, five persons only agree, one person disagrees, two persons strongly disagree, and only no persons are neutral regarding due to the management of HRIS it is possible to become safe by providing the facility of work from home.

- Nowadays, Webinar is a meeting medium of employees, which is only possible due to the HRIS.

S.No	HRIS provides Webinar for meeting	Frequency	Percentage
A	YES	79	98.75
B	NO	1	1.25

Source: Author compilation



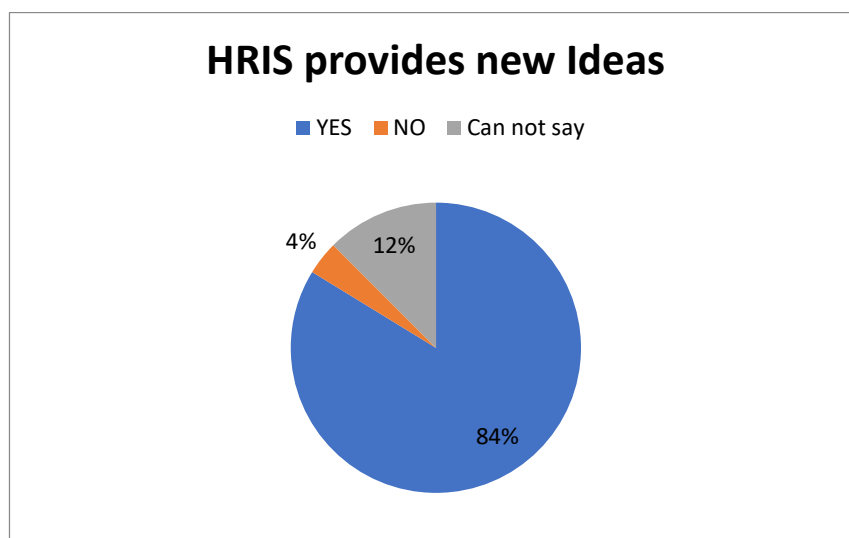
Source: Author compilation

Among the responses of 80 persons, it is found that 79 persons respond to YES and one person respond to NO regarding that Human resource information system play an effective role in providing the facility of a webinar as a meeting medium of the employee in the private institution.

9. HRIS generates new ideas of handling of these types of pandemic situations.

S.No	HRIS provides new Ideas	Frequency	Percentage
A	YES	67	83.75
B	NO	3	3.75
C	Can not say	10	12.5

Source: Author compilation



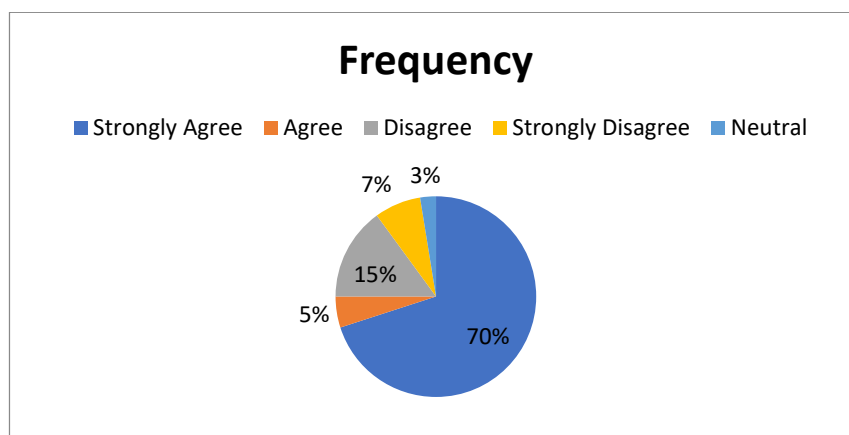
Source: Author compilation

Among the responses of 80 persons, it is found that 67 persons responded to YES and 3 persons responded NO, and 10 persons are not able to say something regarding that Human resource information system play an effective role in providing the new idea to handle these types of problems.

10. Due to the management of HRIS, cost-saving of the institution also increases such as electricity, Security, internet charges etc

S.No	Response	Frequency	Percentage
A	Strongly Agree	56	70
B	Agree	4	5
C	Disagree	12	15
D	Strongly Disagree	6	7.5
E	Neutral	2	2.5

Source: Author compilation



Source: Author compilation

This analysis is based on the Likert analysis in which among 80 persons, 56 persons strongly agree, four persons only agree, 12 persons disagree, six persons strongly disagree, and only 2 persons are neutral regarding due to the management of HRIS, the running cost of the institution also saved such as electricity, bus, internet charges etc.

## CONCLUSION

This chapter addresses and highlights the importance of HRIS during the COVID-19 pandemic 2020. An attempt is made to reveal the different problem arises during and after pandemic and how HRIS can handle it. HRIS provides a different platform to tackle the problems that arise in the pandemic environment. After analyzing, most of the people agreed and think that HRIS is a very good platform to manage the pandemic crisis in the education sector. Random sampling is taken out, and the sample size is 80, which is efficient to interpret the result. The frequency distribution technique is chosen to analyze data and for the fulfillment of objectives.

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