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Adopting Human Resource Information System (HRIS)-Enabled Government Transformation: Perspective of MBHTE Employees

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Abstract

MBHTE dealing with a 60 percent the number of BARMM employees requires strategic direction so that desired changes will be attained. Addressing identified issues and concerns will enable the ministry to accomplish its tasks effectively and efficiently. Recently the Ministry developed and piloted HRIS as a way of improving the reporting and monitoring of government employees through automation. The main function of these features in the dashboard application is to provide automated reports of (1) HR Management, (2) Performance Evaluation, (3) Document/Files, (4) Data Parameter, and (5) User Management. To determine the system performance of MBHTE HRIS this study used a quantitative descriptive survey to gauge the extent of the HR Information System performance of 240 respondents coming from MBHTE regional level. This paper documented that the significant difference between HR Manual System and HR Information system is very large thus the former manifested a grand mean result of 2.27 while the latter acquired a grand mean result of 4.56. Therefore, MBHTE HR Information System is high performing since it manifested a result of each indicator ranging from 4.44- to 4.65. Praying that this documentation will serve as a data reference for the proposal of a policy, training, and utilization of the MBHTE HR Information System.

Keywords: MBHTE, HR Manual System, HRIS, High Performing, HR Information System

Introduction

The effectiveness of the information system, which is a crucial tool for realizing efficient decision-making processes, determines the quality of the management system (Mosiuk, 2013). There has been a considerable increase in the number of employees gathering, storing, and analyzing information regarding their human resources management systems through automation and the use of Human Resource Information Systems (HRIS), which include HRIS functionality, over the last decade (Ball, 2001; Barron, Chhabra, Hanscome, & Henson, 2004; Hussain, Wallace, & Cornelius, 2007; Ngai & Wat, 2006).

Citing the marching order of Bangsamoro Autonomous Region in Muslim Mindanao (BARMM) Interim Chief Minister Hon. Ahold Balawag Ebrahim to the Ministry of Basic Higher and Technical Education (MBHTE) headed by Minister Hon. Mohagher Iqbal regarding “ghost employment” compelled the ministry to conduct an inventory of existing human resources in the Department of Education. As mentioned in the news from inquirer (*ghost teachers in ARMM*); the inventory shows several discrepancies in the human resources such as, “ghost teachers”, “ghost pupils,” and “ghost schools”, but also in the data system and payroll system such as continuous payroll even above age mandatory

retirement, and many other issues.

One of the most challenging discoveries was on human resources as the agency mandated to deal with it was cupped with several anomalies that require further investigations. Findings show that the weak Human Resource system, mismanagement of staff, conspiracies in the hiring process, the incompetent hiring process has contributed to the massive apparent failure of the education system vis-à-vis the Department of Education.

MBHTE insures more than 60% of BARMM employees. Dealing with this huge number of employees requires strategic direction so that desired changes will be attained. This desired change is expected to MBHTE insure more than 60% of BARMM employees. Dealing with this huge number of employees requires strategic direction so that desired changes will be attained. This desired change is expected to prioritize improvements in the hiring process for both teaching and non-teaching employees; overhaul of existing human resources (both data and employees); and address other existing irregularities. Addressing these identified issues and concerns will enable the ministry to accomplish its tasks effectively and efficiently. prioritize improvement in the hiring process of employees, both teaching and non-teaching; overhauling of the existing human resources (both data and employees); and other existing irregularities. Addressing these identified issues and

concerns will enable the ministry to accomplish its tasks effectively and efficiently.

Recently, the Ministry developed and piloted HRIS as a way of improving the reporting and monitoring of government employees through automation. The main function of these features in the dashboard application is to provide automated reports of (1) HR Management, (2) Performance Evaluation, (3) Documents/Files, (4) Data Parameters, and (5) User Management. The availability, accessibility, and processing power of information are currently under emphasis.

Research Question

The purpose of this study is to determine the system performance result of HRIS, specifically, this study sought to answer the following question:

1. Is there any significant difference between the HR Manual System and HR Information System?

Literature Review

The topics being presented in this section are the concepts and ideas from different authors that are related to the research problem of this study. Human Resource Management System, Automation through Human Resource Information System. A set of software programs known as an HRMS, or human resources management system, is used to manage human resources and related procedures throughout the employee lifecycle. An HRMS enables a company to fully understand its workforce while staying compliant with changing tax laws and labor regulations. With the help of the Human Resource Management System, all the work that the Human Resource Management has to put through will be simpler, organized, and reliable in a way that their respective jobs are well-coordinated and valued teamwork. The automation of HR tasks may have an impact on the duties of HR professionals by incorporating information-intensive functions, as mentioned by Snell, Pedigo, and Krawlec (1995) and Zuboff (1988). IT use may make it possible for HR managers to respond quickly to employee questions since it gives them access to more data. The use of IT may also help HR workers respond more quickly to their HR-related tasks (Gardner et al., 2003). All issues pertaining to the people in an organization are handled by the organizational function. This includes, but is not restricted to, pay, hiring and performance management, organizational development, safety, wellness, and benefits, as well as employee

motivation, communication, policy administration, and training. (Heathfield, 2021). Some local studies presented the system development and assessment of a "Human Resource Information Management System (HRIS)." In terms of analysis, design, development, testing, and evaluation, it sought to explain its developments by utilizing the Agile Software Development Method. It is also aimed at assessing its system qualities in terms of technicality, functionality, and usability both by IT experts and HR practitioners as end-users based on the ISO/IEC 25010:2011 standards. The system was developed either for a public or private organization. This study was conceptualized to further enhance a system that will consolidate the personnel records of all personnel. Its features included maintaining employee records, keeping track of attendance and leave, monitoring class schedules, alerting employees to work-related emails, ranking and evaluating employees, reducing paper use in managing employee records, generating service records, creating pre-formatted PDS records that complied with the most recent Civil Service Commission format, and generating other HR reports. Employees might either be administrators or end users of the developed system.

According to Holliday (2020), A modern human resources management system has many advantages, but just two of them are accurate financial data reporting and safe self-service. There are several features and advantages to having a human resource management system. Enhanced reporting is made possible, compliance expenses are reduced, and audit readiness costs are reduced since it offers a single repository where all personnel records are kept up-to-date. It is also intended to assist staff members in acquiring or developing new skills through the administration of courses, the creation of curricula, testing, and certifications. Additionally, it helps businesses to provide and monitor necessary compliance training. One advantage of an HRMS is that all of your workforce data is in one location. This decreases compliance risks, offers a rich data set to guide decision-making, aids in employee engagement, and increases the productivity and efficiency of HR professionals and their procedures.

Without an HRMS, staff members and managers gather data in a variety of formats, such as spreadsheets, expense applications, and paper records, making it impossible to have a complete picture of labor costs. All data is contained in a single bucket with superior integrity when using an HRMS, providing for better and faster decision-making. It is also important to a workforce planning and analytics program, which compares the reality of a company's

current staff with future requirements established by business objectives. The capability to identify and address skill gaps before they affect productivity, codify succession plans, and retain control over personnel costs by evaluating how overtime or double-time payments affect financial performance are some of the key advantages here. Using an HRMS, HR teams may track changes to the people-management system, identify the factors causing the changes, and evaluate information on early detection of issues. A recurrent occurrence is that periods of crisis can present an opportunity for significant transformation (Malcolm Warner & Chris Rowley, 2007). Human resource management is not everyone's cup of tea, according to Nabil Ibrahim's book, which was published in its 11th edition in 2021 under the title "Human Resource Management." On the surface, it appears to be fairly simple, but planning, strategic thinking, psychology, interpersonal skills, problem-solving expertise, negotiating process abilities, analytical thinking, business skills, and effective management of employee capital are all necessary to achieve the highest return on investment. Employees are an organization's greatest asset. The human resources of every organization determine its success. It's not simple to manage and coordinate human resources at different levels so that they support organizational objectives. Human resource management is both a science and an art, as stated in Step number 5. Human resource managers need a diverse variety of skill sets, unlike in other professions where having a particular set of skills is enough to do the job. For instance, a programmer only has to know how to code, a welder only needs to be skilled in welding, a pilot only needs to be skilled in aviation, etc. However, human resource management is a multi-skilled sector where one must carry out a variety of tasks in accordance with organizational objectives and is held accountable for the organization's success. If you don't have good salesmen, what good are a great product and fantastic advertising? What use is it if the employees do not support the objectives of the organization? If the employees are not happy and also don't offer their best effort, what good is it? The most important function in an organization is administering its human resources to make sure that all of its departments and divisions operate together and continuously promote success and growth (Nabil Ibrahim 2021).

Development of the HRIS is a crucial step toward achieving the goal of MBHTE to develop a complete package analysis and simulation tool (P. Hsu, J. W. Rozenblit, S. N. Pratapneni, 2003) for systematic updating and monitoring of government employees. Thus, this system also encountered problems such as a

lack of internet access or a lack of internet access. Also implementing the system to end users will also encounter problems such as technical skills and application of the end-user.

This research will hopefully gather recommendations and suggestions for an offline system. Since automation rules affect the state of devices in the real world, it is desirable to perform recommendations of automation that may have synergies with the other rules that the active user already has (Dr. Fernando Mira da Silva, Dr. Luís Miguel Martins Nunes, 2017). Thus, this work explores the application of HRIS rule mining techniques to the recommendation of automation rules.

Methodology

Research Subjects

The subjects were selected among the 805 population of MBHTE Central and Office, Cotabato City. 300 respondents (37%) were selected to represent the MBHTE. The first group answered Input Survey questions (Questionnaire 1). And the second group from different end-users will answer the Output Survey (Questionnaire 2).

Research Instrument

The researchers used a quantitative method to determine the system performance and significant difference between the HR Manual System and HR Information System among users. The research used the Likert Scale in the gathering of data and SPSS for its interpretation. A co-efficient data analysis technique is used to determine the significant difference between the HR Manual System and HR Information System.

Data Gathering Procedure

The first step, the study is conducted by requesting permission from the head of the MBHTE, which serves as a courtesy call. The second step, upon approval, was to coordinate with the MBHTE Regional offices for an ocular inspection and obtain the numbers of HRMS assessors that were utilized as respondents in the research study. In the third step, the researcher produced a policy and guidelines for the research. The fourth step is that the researcher administers the 2 sets of survey questionnaires to the respondents through online and offline surveys. An offline survey is administered to those respondents

who failed to answer the online questionnaires. Lastly, the data gathered is encoded, transcribed, and interpreted.

Result

This section present the result of the tabulated data and illustrated figures based on the responses taken from the data gathering instrument including the responses analyzed based on the answers of the subjects.

The Significant Difference Between the Use of HR Manual System and HR Information System

A t-test was performed to compare the mean of HR manual system against the HR information system mean. The mean value of HR manual system ($M = 2.27$, $SD = 2.27$) was significantly different than the HR information system mean; $t(24) = 241.79$, $p = .000$. The large t-score indicates that the HR information system was far larger than the manual system. Therefore, there was a substantial distinction between MBHTE HR's use of the manual system and its use of the information system.

The HRIS has led to MBHTE receiving various mathematical benefits. Some of them are listed below MBHTE HR, which has very no paperwork. Data can be accessed and obtained with just one click. The complexity and expense of data manipulation has decreased compared to HR manual system since it will entail labor and cost to MBHTE. HRIS is faster and more efficient processing of data compare to manual processing. As Navaz (2013) emphasized that HRIS saves time, increases operational transparency, and improves user-to-user communication.

HRIS must be able to significantly increase the level of service provided by the human resources staff, give up more time for work which has higher value, and lower their costs.

To sum up, according to Singh (2017), An HRIS can decrease the volume of paperwork and manual record-keeping, access information quickly and accurately, and enable speedy analysis of HR-related problems.

Discussion

This study aimed to determine the system performance result of MBHTE HRIS, specifically to identify the extent the problems of the use of human resource

manual system on records; changes detection; validity checking; data accuracy; and data dimensions; as well as HRIS level of performance on HR Management, Performance Evaluation, Document Files, Data Parameter and User Management. The results of the identification of the significant difference between HR Manual System and HR information led this study in determining the significant difference of the two (2) systems used by MBHTE HR.

Descriptive quantitative method is used to gathered results of two (2) sets of Likert Survey questionnaires were given to them. A total of 300 respondents/subjects heterogeneously selected from MBHTE HR, Admin and IT division. The gathered results were interpreted using SPSS, consolidated and analyzed using t-test.

As manifested in the results based on the extent of MBHTE HR Manual System, the Validity Checking manifested a moderately performing action with a mean of 2.60 and acquired a highest mean among the five (5) indicators identified. Otherwise, the Records manifested a low performing level with a mean of 1.62 and apparently the acquired a lowest mean among the 5 indicators under HR Manual System. Data Accuracy with a mean of 2.57 and Data Dimensions (2.56) possessed a same level of moderate performance unlike Changes Detection manifested a low performing level with a mean of 1.62.

On the other hand, the use of MBHTE HR Information System (HRIS) manifested a generally high performing level of performance since the identified the five (5 indicators) manifested most of a high level of performance as shown in the result of User Management as the highest grand mean of 4.65. Followed by Document Files and Data Parameter with a same grand mean of 2.58, and Human Resource with a grand mean of 4.52. Only HRIS Performance Evaluation manifested a slightly performing level with a mean of 4.44.

The consolidated result of the performance level of both HR Manual System and HR Information System manifested a very large difference in mean since the former shows a grand mean of 2.27 which explains a *low performing* level while the latter acquired a grand mean of 4.56 which explains a *high performing* level in reporting Thus, the difference of 2.28 intensely shows that HRIS contributed a very significant change among MBHTE HR personnel to report, monitor, and evaluate MBHTE government employees.

Conclusion

Findings show that: (1) The extent of the problem encountered in using the HR Manual system is high and thus corresponds to a low-performing system. (2) The extent of the performance of HR Information system is high. (3) There is a large significant difference between HR Manual System and the HR Information System.

In view of the findings of this study, the following were recommended: (1) To the MBHTE officials may develop and propose a policy to adapt the HRIS in BARMM government offices. (2) To MBHTE HR personnel may develop and implement capacitation of the operation of HRIS in reporting and monitoring of government employees, as well as capacitation of end-users. (3) To all BARMM government employees that may develop a culture of consistent, accurate, valid and timely compliance. (4) To other Researcher, maybe to conduct further study on the extensibility of MBHTE HRIS to sectors of government employees.

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