Analysis of the Use of Human Resource Information Systems (HRIS) in Improving Human Resource Management Efficiency

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Abstract. Effective Human Resources (HR) management is one of the keys to organizational success. Human Resource Information System (HRIS) is an information technology tool designed to support HR functions efficiently. This research aims to analyze the use of HRIS in improving HR management efficiency using the Systematic Literature Review (SLR) method. This research uses the Systematic Literature Review (SLR) method to collect and analyze literature related to the use of HRIS in HR management. Data sources are taken from various academic databases such as Google Scholar. The results of the literature analysis show that the use of HRIS has a significant positive impact on operational efficiency in HR management. HRIS is able to automate various administrative tasks such as payroll, attendance management and recruitment, which previously required a lot of time and effort. In addition, HRIS also supports data-based decision making by providing real-time access to detailed employee data. However, HRIS implementation also faces several challenges, including high implementation costs, complexity of integration with existing systems, and resistance to change from employees. With good planning and effective change management, these challenges can be overcome. This research concludes that HRIS is a very effective tool in increasing HR management efficiency. Although there are challenges in implementation, the long-term benefits are far greater. HRIS not only improves operational efficiency, but also supports better decision making and more effective employee data management. Organizations considering HRIS implementation must be ready to face the challenges with the right strategy to maximize the benefits that can be obtained from this system.

Keywords: SLR, Information System, HRIS, Human Resource, Management.

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