

# **E-learning for information systems for human resource management business systems**

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## **Abstract**

*This work is a product of interest and desire to reach through the research of more efficient solutions for information systems for human resources management to daily tasks and assignments to plan and organize staff in the companies which performed successfully. The introduction of information systems for human resources management in the business environment would certainly facilitate the planning of human resources, assessment of training needs of staff, to enhance information exchange and thus to foster the work of the organization and improve its productivity.*

**Keywords:** information system, e-learning, business system, human resources

## **1 Introduction**

Personnel are one of the most important resources of the business system. Information system for management of human resources is a software platform that provides a complete solution for managing human resources in companies of all sizes, regardless of the activity. This is an open software solution that is designed to cover current and future customer requirements. Improved information systems for managing human resources provided by manage all employees, reporting and data analysis employed, benefits administration at enrollment, status changes and updating personal information, full integration with payroll companies and other financial software and accounting systems.

An effective information system for Human Resource Management provides information about anything that the company would need to monitor and analyze about employees, former employees and applicants. Each company selects an information system for human resource management and adapt it to their needs.

## **2 HRIS and its history**

HRIS is a software platform that provides a complete solution for managing human resources in companies of all sizes, regardless of the activity. This is an open software solution that is designed to cover current and future customer requirements. Human resource management can be traced back to prehistoric times, when tribal members perform assigned tasks of hunting or gathering. Households of ancient Chinese emperors had tests to identify employees with special talents for special tasks. Then there are the craft apprentice systems such as guilds, which were established to train new workers.

In modern times, the discipline of human resource management (HRM) has become a sophisticated science with theories, experiments and studies that try to help managers and organizations to restore and increase staff productivity.

1950's first to market information systems for managing human resources comes from General Electric. In the 1960's and 1970's of big companies have felt the need to centralize their personal

information to a large extent in order to facilitate record keeping and to meet regulatory requirements. Programs are written on large mainframe computers that acted as a central repository of data with little transactional processing, mainly for payroll. HRIS - a system for managing human resources has become widespread in the 1980's with the popularity of Enterprise Resource Management (ERP) applications and with the transition from mainframes to client-server technology. This trend is based on the new school of thought, which considers the transformation of transactions in business processes and data into information. HR information can enable companies to "intelligence" that allows management to make better decisions. All tier one ERP software such as Oracle, PeopleSoft and SAP, gives a specific note of human resources in your application package to its customers by providing a holistic view of their workforce.

At the same time, in the 1980's there was a shortage of skilled workers, particularly in the technology sector. Human resource management has long evolved from basic skills to manage employee satisfaction and production tools. However, in the 1980's, systems for managing human resources now include a range of functional capabilities aimed at attracting, retaining and proper compensation of labor. By 2000, the software industry systems for human resources management include increasing employment, time management, payroll, learning management, costs of reporting on compensation and performance management. Self-service applications emphasize information to authorized employees to manage their data and to timely change.

When prices fell computer hardware and increased computing power, more and more companies have been able to afford enterprise software systems and software vendors have seen the market for independent software and information systems for human resources management. These softwares are entered into use in conjunction with the accounting software. Manufacturers such as Sage Software Ultimate Software, saw a niche in the middle sector of the market for their HRIS offers.

However, software as a service is found significantly in the adoption of downsizing economy. Companies can now have all the benefits of an HRIS that meets their specific needs and requirements, integrates the relevant information with their financial applications, mixing data with business intelligence reporting. With the help of Tier One ERP software vendors provide their own ERP solution, packed with HRIS, SaaS as an option. This offer is usually favorable for small and medium enterprises. However, organizations seeking a SaaS option for their HRIS have more choices.

The future lies in the HRIS SaaS and cloud computing. However, more and more functionality to their enterprise HR outsourcing sector provides organizations such as the Randstad and ADP technology that add to their menus. As a human resources outsourcing market forecast by Gartner to reach 1102 billion dollars worldwide by 2012, which will provide most companies outsource HRIS processes and management.

The immediate future of HRIS is a "marriage" between outsourced functions and outsourced technology. After that, the pendulum can swing both ways, in which all workers are borrowed, not only in the field of human resources, or could be swung to the other side, where organizations take control of their workforce, labor management, but probably not the technology .

### **3 Applications HRIS**

The efficiency of HRIS is reflected in the fact that the systems are able to produce more effective and faster output than it can be done on paper. Some of the many applications HRIS are: clerical applications, the applicant search expenses, risk management, training management, training experiences, financial planning, traffic analysis, succession planning, flexible benefits administration, compliance with state regulations, attendance reporting and analysis, human resource planning , the reporting of accidents, prevention and strategic planning. With many different application systems for human resources management, it is difficult to understand how

programs bring a benefit to companies that do not take into account companies that have already benefited from such programs.

One such company is IBM. IBM has an online enrollment plan for all its employees, not on paper. Not only is this online registration company saved 1.2 million annually given to the costs of printing and emails but also the employees enjoy working with an online plan. "Since we began offering online enrollment, we have learned that employees want web access," says Donnelly, so they can log on from home rather than through the company Intranet. So the company that worked to establish a web-based system of registration which employee retirees can access from anywhere. Using flexible benefits to which an application has to offer, IBM has managed to reduce costs and to staff the freedom to discover the benefits you want and the pace they want.

Another company to benefit from the advantages of HRIS applications is Shaw's Supermarkets. The company decided it was time to centralize the operations of human resources. After searching various options Shaw has decided to implement the Employee Self Service (ESS) system. Using self-service applications creates a positive situation for human resources. ESS gives HR more time to focus on strategic issues such as workforce management, succession planning and compensation management, while at the same time improving service to employees and managers, and assures them that their information is correct. With this decision the employees have access to online forms, training materials, information on the benefits and information about payroll. By giving employees access to their personal information and the ability to be updated if necessary, human resources are actually given more time to focus on other issues. Understanding what different applications HRIS has to offer will give companies the opportunity to increase employee efficiency and reduce costs.

#### **4 Security of HRIS**

Privacy of information of employees has become a major issue in recent years. As identity theft has become a common problem, employees are more sensitive when it comes to who sees their personal information and the security of their retention. Convinced that the information that employees are kept in HRIS is important for the company and that there is limited access (password protected) to such information, companies can make their employees more secure by making this information and be safe. Regardless of whether electronic or paper files of employees deserve to be treated with much care. Establishing security and privileges for end users call the balance of policies that include human resources, knowledge system and the operation day-to-day.

One company that has faced a major security issue is CS Stars, LLC. CS Stars lost track one of your computers that contained personal information including names, addresses and social security numbers of workers. A bigger problem was that CS Stars have notified affected customers and employees about the missing computer. Although the computer is back and it seemed that the information is not damaged, many employees have lost their sense of security with the company. New York's Information Security Breach and Notification Law effective in December 2005. The demands of companies that maintain computerized data that includes personal information to inform the owner about any violation of system security immediately following discovery, if the private information acquired by a person not entitled or there is reason to believe it.

Another company that has experienced a security breach is Ameriprise Financial. Before the end of 2005, the computer that contained personal information of clients and employees has been stolen. Since many employees carried the computers between work and home, the company has determined that there is a need for these computers more secure. Ameriprise ensure that all employees have installed new security part of their computers. Reacting quickly to the use of more safety, Ameriprise be assured that all information is completely safe. Convinced that the information of employees as safe as possible believe that there will be more confidence in the company.

## 5 E-learning for information systems for human resource management business systems

Today there are many ways to learn about human resource information systems. What is interesting to us is e-learning. There are many sites that with more or less quantities provide information about what's HRIS, what are its functions, what are the advantages and disadvantages of HRIS in business systems. Only some of these sites are:

- <http://www.lbl.gov/Workplace/EDT/computers/hris.html>
- <http://www.slideshare.net/licensedcoffeekie/human-resource-information-system-presentation>
- <http://www.afei.org.au/managing-hris>
- [http://www.ehow.com/facts\\_7434458\\_hr-information-systems-training.html](http://www.ehow.com/facts_7434458_hr-information-systems-training.html)
- <http://humanresources.about.com/>
- <http://www.learnhr.co.uk/online-hr-training/online-hr-courses.html>

Also, many sites offer ready-made software for use in business systems. Software known as:

1. Lawson S3 from Lawson Softwer - provides organizations to maximize workforce potential. Software helps to identify key talents. The suite helps to maximize human contribution and potential. It helps human resources contribute to organizational excellence with applications that support business operations. It helps HR increase efficiency.

2. Dynamics AX from Microsoft - is the complete ERP solution for enterprises that provides functionality for financial, human resources and operations management.

3. Dynamics GP from Microsoft - delivers comprehensive business management functionality, from operations management and financial management to human resource management and manufacturing. It connects the many moving parts of your organization and give you better over what is going on in your business.

4. E-Business Suite from Oracle - is the most comprehensive suite of integrated, global business applications that enable organizations to make better decisions, reduce costs, and increase performance.

5. JD Edwards EnterpriseOne from Oracle - is an integrated applications suite of enterprise resource planning software that enable combining business value, standards-based technology and deep industry experience into a business solution.

6. Sage HRMS from Sage - Sage HRMS is an industry-leading HRMS solution that helps companies optimize their HR business processes. This software is tightly integrated set of comprehensive features and functionality that increases efficiency and improves productivity at every level in the organization.

7. SAP Business All-in-One from SAP - These industry-specific ERP solutions can help manage every aspect of your business – from financials and HR to sales and procurement. These software is designed to fit your needs.

8. SAP ERP from SAP - is a comprehensive, integrated financial management software that improves your business and turns it into a strategic business partner. SAP ERP provides you with features and functions to support these strategic business activities: financial and management accounting, management of financial supply chain and management of the company.

9. Chris 21 from Frontier Software Ltd - provide the foundation on which our customers build their HR and Payroll strategies. It's modules can be selected either individually, or as part of a totally integrated platform to deliver a dedicated, multi-functional and highly-flexible Human Resource solution.

10. PeopleSoft Human Resources from Oracle - delivers comprehensive HR capabilities, from workforce management to compensation and talent management.

Apart from that we can offer various software is the most important education course, which we mostly to e-learning. In the following extract a row just a few colleges that allow the e-learning acquired knowledge of HRIS in business systems.

Walden University is an accredited university. Walden University with master study provides knowledge of HRIS. Walden's Master studies in Human Resource Management is uniquely constructed so that the learners within the field of human resources can derive the optimal mix of skills and knowledge to reach their goals.

<http://international.waldenuniversity.com/walden-programs/businessmanagement>

Karrox Centre of Technology & Management represents the IT and Management Programs. All of degree programs are offered by Sikkim Manipal University. Information Technology, Management, Banking&Finance, Health Care and Mass Communication&Journalism on e-learning are being offered to meet the growing need of competitive workforce keeping the industry requirements in perspective. The Master program is designed to provide an advanced course in management for those seeking managerial positions in industry, commerce&services. Some of the material: Principles & Practices of Management, Organizational Behavior, Strategic Management, Industrial Management, Managerial Economics, Industrial Sociology, Business Communication, Industrial Safety & Security, Personnel Administration, HR Development & Training, Performance & Potential Management, Industrial Relations & Labour Laws.

[http://www.kctm.co.in/program\\_offered\\_SMU\\_HRM.html](http://www.kctm.co.in/program_offered_SMU_HRM.html)

Also, London School of Business and Finance, University of American Leadership, The Cyprus Institute of Marketing, California Coast University, American Intercontinental University (AIU) Online, University of Leicester, Anglia Ruskin University and Stafford Associates offer training in this area through e-learning in the form of a multi-year study, and some in consideration of the course of several months (eg Brighton School of Business and Management). Stonebridge Associated Colleges offer courses online in the form of six lessons at a cost of 320 pounds.

## 6 Conclusion

The expansion application of computers and the Internet have developed new techniques, which together we call e-learning and thanks to which the existing problems in education successfully overcome.

In the system of e-learning, no matter how was it different from traditional teaching, which we are normally accustomed to, and learning systems with which we are now more frequently encountered must be paid to the satisfaction of the basic principles of education. E-learning brings experience on the Internet. Internet still offers new student information, which lead to conscious participants of activities and development, and progress in work. E-learning gives students the chance to learn new skills and qualifications and to develop in new directions. The rationalization of teaching is conducted in a rational changes teaching methods in order to obtain better performance and better results.

E-learning in the HRIS business system enables business systems easier and work better. In doing so, and managers with the knowledge gained trying to modernize HRIS or to introduce it. We'll see where our new trends will lead.

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- <http://www.anglia.ac.uk/ruskin/en/home/prospectus.html>
- <http://elearning.amres.ac.rs/moodle>

# **New Technologies and Requirements for Marketing Education in the Era of Internet of Things (Iot): The Need for University-Industry Linkages in Romania**

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## **Abstract**

*The Information and Communication Technology (ICT) revolution encompasses all aspects of everyday life. The business and educational sectors are no exception. The rapid development of mobile communications and of embedded ubiquitous computing offers the opportunity of a revolutionary social, technological and economic paradigm shift. Therefore, frequent changes in the usage of ICT by businesses - with ICT knowledge update requirements and rapid knowledge obsolescence - pose new learning challenges for modern marketing education in Romanian universities. This article examines the linkages and factors influencing modern marketing education and the relationships between universities and companies - against the backdrop of the development of marketing instruments used by Romanian companies in the context of the evolution of marketing thought and marketing practice, which are shaped by direct and indirect effects induced by the progress of the electronic communications sector.*

**Keywords:** Marketing education, ICT Marketing tools, Digital marketing, Machine-to-Machine (M2M) communications, Embedded ubiquitous computing

## **1. Introduction**

Like businesses, universities and marketing departments have a great deal to learn from the experiences of online communities, which increasingly organize knowledge in wiki and blog environments, and utilize tags, feeds, aggregators and links to better manage the challenging environment of the knowledge economy. Thus, the development of the appropriate marketing educational tools and strategies will play a critical role in the successful implementation of the digital marketing techniques in a real business setting (Schneider, 2005; Chaffey, 2009).

This study presents, with the help of marketing research, the main issues to be taken into account by decision-makers in order to ensure a more effective adaptation of the marketing education framework to economic realities – on the one hand – and proposes guidelines for higher education institutions to adopt the most efficient possible use of E-marketing tools and strategic options in order to match the needs of economic entities in Romania which have already developed and implemented modern ICT instruments – on the other hand.

## **2. Digital Marketing Uptake in Romania and New Requirements for Marketing Education**

In order to highlight the correlation between the theoretical aspects and the practical implementation thereof, we studied the use of electronic communications by the Romanian economic agents in the company's marketing activity - in general, and in the process of performing marketing in the digital environment - in particular.

The research activity was conducted during the year 2010 by means of an *in-depth interview* (a *qualitative research technique* that involves carrying out intensive individual interviews with a