HRIS Design Characteristics:
Towards a General Research Framework

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Agenda

- HRIS & Design Characteristics
- Framework of HRIS Design Characteristics: Overview
- Framework of HRIS Design Characteristics: Illustration
- Implications/Call for Further Research
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HRIS & Design Characteristics

Framework of HRIS Design Characteristics: Overview

Framework of HRIS Design Characteristics: Illustration

Implications/Call for Further Research
Human Resource Information Systems: Definition

- Human Resource Information Systems (HRIS) can be understood as
  - “configurations of different interacting systems
  - that aim at generating and delivering [Human Resource] HR functionality
  - in order to automate and
  - informate [Human Resource Management] HRM” [63].

- HR core functions to be supported by HRIS are, among others:
  - recruiting and selection [7],
  - compensation and benefits [15],
  - training and development [66],
  - performance management [44] as well as
  - HR planning [23].
Human Resource Information Systems: Benefits

- HRIS show the following benefits, among others:
  - the improvement of HR operations and management processes by means of increased quality of decision making [4, 29, 36],
  - the improvement of “employee satisfaction by delivering HR services more quickly and accurately” [29].
The profit of applying HRIS strongly depends on their appropriate development, implementation and (permanent) improvement as this will ascertain HRIS success [13, 29, 61].
HRIS Design Characteristics: Definition

- HRIS design characteristics are understood as
  - a set of properties inherent to HRIS [28]
  - by which they can be
    - developed,
    - implemented and
    - permanently improved [13, 29, 61]
  - and which are
    - conceptually assumed or
    - empirically verified
      to have a positive impact on system success [9, 12, 46, 70, 71, 76]
HRIS Design Characteristics: Why Basic Research is Needed?

- Only few research contributions explicitly deal with HRIS design characteristics by
  - exploring [37, 45, 55, 68, 75],
  - applying [1, 37, 38, 39, 52, 55, 68, 75, 76] or
  - reviewing [45]

  diverse design characteristics at present.
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Framework of HRIS Design Characteristics: Why and for Whom?

- A general research framework of HRIS design characteristics is needed
  - which allows researchers to understand and apply crucial aspects relevant to HRIS design characteristics so that
  - practitioners may be supported in developing, implementing and permanently improving successful HRIS.
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## Framework of HRIS Design Characteristics: Overview

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Implications/Call for Further Research

- *Researchers* should further elaborate each dimension of the framework to supply practitioners with well-elaborated guidelines to
  - develop,
  - implement and
  - improve successful HRIS
- Already existing research attempts [25, 26, 34, 41, 42, 49, 53] as well as theoretical underpinnings do rarely propose concrete propositions what to consider when dealing with HRIS design characteristics in particular.
Implications/Call for Further Research

- *Practitioners* should be equipped with comprehensive manuals for either managing the development, the implementation or the improvement of HRIS.
- *Practitioners* should
  - refine and customize such manuals towards individual corporate settings
  - consider the manual to lead to practical HRIS
    - development-
    - implementation- and
    - improvement-processes
which could contribute to minimize system users’ resistance, increase system users’ satisfaction, and support overall HRIS success.
Thank you for your attention!

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