[Name of the Writer]

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Q.1:

HRM is playing a strategic role in the organizations for the improvement of the performance. Evolution of HRM had marked out five phases that mainly include Stage 1: Pre-world war 2 period which included custodian activity and development of employee’s management. Stage 2: post World War 2 period. Stage 3: Legislative era Stage: 4 cost effectiveness era and emerging HRM Stage: 5 Technical time and emergence of strategic HRM (1990 till present) HRIS was evolved in 1950’s and 60’s when first computerized system was invented with the increasing significance of IT softwares HRIS became competitive and helped the companies in the management of payroll and other accounting activities

Q.2:

I am Assistant at company and according to me I would use basic operational system. I track technology, several payroll process and pieces of interactions. Although it is good if we use the same software for it and make the job easier for the employees but all this is done by different systems. Use of many Systems leads towards the transformational HR activities. By the trend of changing the technology individual use many different opportunities that constantly changing.

Q.3:

Getting feedback from HRIS users is very important. It can help us in improving the business decisions and can help in the customer retention. Information can be saved. By the help of feedback we can bring changes and innovations in our HRIS software if customers have difficulty in using the software then they will not use it for the next time. My experience as an employee is very good it focus on supporting the work cooperation and the labor force planning.by the use of performance appraisal methods it is possible to check the work of the employees and give the benefits according to their performance. I am getting travel pay, compensations and much more. As a customer it depends upon us to how much we trust the organization and its softwares. For getting guidance we have to trust the HRIS. Cloud Computing is used by the internet to maintain the data online. Without using other CD rom ,Hard drive etc. we cannot maintain the data .by the use of this cloud computing organizations do not have to run separate applications and databases for it