Research Question

In what ways is HRIS/analytics helpful to the corporations’ overall hiring and to improving the employee selection process of an organization in the U.S.?

Introduction

• Human resources information systems (HRIS): system of technology that enables organizations to track, manage and store data pertaining to personnel and different functions of human resources (Methuku & Ramadan, 2013).
• Three stages of HRIS are examined:
  • Operational impact
  • Relational impact
  • Transformational impact

Methodology

This research examines the lack of research given to the impact of information technology through both relational and transformational lenses.

Procedure

• 9 open-ended Interview questions regarding the operational, relational, and transformational impact of technology — mainly the impact of HRIS—on the employee selection process.

Participants

• Participant 1: Analyst in selection at a large consulting company
• Participant 2: Recruiter at a large consulting company
• Participant 3: Representative from a staffing organization

Measure

• The interviews focus on filling the gaps among relational and transformational technology.

Results

HRIS

Operational Impact
- Efficiency
- Screening
- Filtering
- Sorting

Relational Impact
- HR personnel & Technology
- Candidate & Technology

Transformational Impact
- New Technology
- Dependent Efficiency

Employee Selection

Discussion

• Reoccurring theme of efficiency produced by the operational impact of using informational technology
• The relational impact of HRIS created a demand for new relationship between HR personnel and the use of technology
• The transformational impact of HRIS can be highly operational due to its efficiency
• The difference between the operational and transformational impact of technology is overstated in existing theory.

Conclusion

• There is a paucity of research concerning the influence of selection technologies on the interaction of the HR employees with one another and with either their internal or external customers.
• There is also a lack of research concerning how technology transforms an organizations’ employee selection process and its HR department.

Limitations & Future Research

Limitations:

• Limited time frame
• Only 3 participants for research

Future Research:

• Examining the use of technology in the employee selection practices has affected the relationships built within different departments of an organization.

References


Acknowledgement

I would like to thank my faculty mentor, Dr. Patrick Downes, for his continued assistance and guidance. I would also like to thank my family, friends, the 2016 McNair cohort, and all McNair faculty and staff for always being there for me and supporting all of my decisions through the entire journey.