

and d) grievance is and how easily grievance can turn into violence. The fact that all parties in principle acknowledge feudal relations must e) be done away with once and for all and almost all have signed up to 'scientific reform' as the vehicle.

## Human Resource Management Software

A human resource information system (HRIS) is software that provides a centralized repository of employee master data that the human resource management (HRM) group needs for completing core human resource (core HR) processes.

An HRIS stores, processes and manages employee data, such as names, addresses, national IDs or Social Security numbers, visa or work permit information, and information about dependents. It typically also provides HR functions such as recruiting, applicant tracking, time and attendance management, performance appraisals and benefits administration. It may also feature employee self-service functions, and perhaps even accounting functions.

### Definition

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In some ways, an HRIS can be considered a smart database of employee information. The interaction of the data, the processes that can be performed and the reporting capabilities make the data stored in the system more accessible and usable.

### HRIS Benefits

An HRIS enables the HR department to spend less time on clerical tasks, helps ensure the accuracy of employee data and can enable employees to take a greater role in the management of their information.

Having a centralized repository for employee data removes the need to store paper files, which can be easily damaged, as well as the need to search through large paper-based employee files to find information. Depending on the type of HRIS software, it may generate various reports, provide ad hoc reporting capabilities and offer HR analytics on important metrics such as headcount and turnover. Modern HRIS software also offers visualization capabilities for employee data, such as automatically rendered organizational charts or nine-box grids.

When an HRIS has employee or manager self-service, the process for making employee master