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ABSTRACT

A Human Resources Information System (HRIS) is a software application that combines human resources functions including managing employee data, payroll, benefits administration, performance evaluation, and training and development programs. An HRIS provides HR managers with the ability to streamline HR processes and access real-time data, which enables them to make informed decisions.

The system can be cloud-based or on-premises, and it can be customized to meet the specific needs of an organization. The HRIS provides a centralized database of employee information that is accessible to authorized personnel across the organization. This allows for accurate record-keeping, data analysis, and reporting.

In addition to managing employee data, an HRIS can assist with recruitment and applicant tracking, allowing recruiters to manage the hiring process from initial job posting to onboarding. HRIS can also integrate with other systems such as accounting, time and attendance, and performance management, to provide a complete suite of HR solutions.

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