

**OLSHCO**

Our Lady of the Sacred Heart College of Guimba, Inc.

Course Code/s

CAP101

Description

Capstone Project and Research 1

College / Department:

**BS INFORMATION TECHNOLOGY**

Assignment No.

1

**ASSIGNMENT**

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**TABLE OF RECONNAISSANCE****MEMBER NAME:** Carl John Q Yasay**TEAM/GROUP:** OLSHCO HR MANAGEMENT SYSTEM

Title of the Article	Researcher/s	Title of Journal	Major Objectives	Locus	Findings	Date
<i>Research Title</i>	<i>Who wrote the Research</i>	<i>Name of Journal where the Research was published</i>	<i>Why the research was conducted.</i>  <b>DO NOT COPY AND PASTE!</b>	<i>Where the research was conducted</i>	<i>The Results of the Research.</i>  <b>DO NOT COPY AND PASTE!</b>	<i>Date of the conduct/publication of the research</i>
<i>The Digital Layer in the Human Resources Management: An Overview of the Human Resources Management System</i>	<i>Dr. Krishna Kant Sharma</i>	<i>Indian Journal of Sciences and System</i>	<i>This study was conducted to provide an overview of Human Resources Management Systems (HRMS) and stress their significance in modern organizations. It highlights how HRMS streamlines administrative tasks, improves workforce efficiency, and supports strategic program delivery by capturing and distributing a wide</i>	<i>India</i>	<i>The study shows that many big and medium-sized businesses, and even small ones, are using HR management systems like HRMS or HRIS. These systems have different parts for different HR tasks, and they can all work together as one big system. They can connect through the internet or a company's private network, making it</i>	<i>July, 2019</i>



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			<i>range of financial and HR data.</i>		<i>easy to use them all together.</i>	
<i>Organization of Personnel Training in the HR-Management System at Machine-Building Enterprises</i>	<i>Olena Sushchenko , Dariya Basyuk</i>	<i>MATEC Web of Conferences</i>	<i>The research was conducted to emphasize the importance of human resources (HR) management within machine-building enterprises. Its main objectives include highlighting key HR functions such as motivation, managing employee relations, training, and development.</i>	<i>Ukraine</i>	<i>The study highlight the importance of personnel training in enhancing organizational processes and achieving enterprise goals. Enterprises need top-tier talent to compete globally, which can be developed through continuous education and dedication. Properly calculated as a long-term investment, training effectiveness should be evaluated systematically, beginning with goal-setting, training plan creation, and monitoring implementation.</i>	<i>November, 2019</i>
<i>DIGITALIZATION OF THE HR-MANAGEMENT</i>	<i>S. Melnychenko, T. Lositska, N. Bieliaieva</i>	<i>FINTECH Alliance LLC</i>	<i>The research was conducted to</i>	<i>Ukraine</i>	<i>The findings of the research indicate</i>	<i>January, 2022</i>

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SYSTEM OF THE  
ENTERPRISE IN THE  
CONTEXT OF  
GLOBALIZATION  
CHANGES

investigate and  
develop methods for  
digitalizing the HR  
management system of  
an enterprise in  
response to  
globalization changes.  
The main objectives  
were to analyze the  
transformation of HR  
technologies and  
functions, identify  
factors influencing HR  
function development  
during digitalization,  
and explore the role of  
digital technologies in  
HR management.

that there is a  
significant growth in  
the global market for  
HR technologies,  
with predictions that  
it will reach \$30  
billion by 2025. The  
development of  
Performance and  
Talent Management  
solutions has been a  
major catalyst for  
this growth.  
Additionally, there is  
a trend towards the  
increased use of  
Software as a Service  
(SaaS) solutions in  
the HR-Tech market.  
The research  
highlights a gap  
between companies  
actively  
implementing  
changes and those  
taking a passive  
approach, with  
passive surveillance  
leading to potential



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					losses of competitiveness.	
<i>The Impact of E-HRM Usage on HRM Effectiveness: Highlighting the Roles of Top Management Support, HR Professionals, and Line Managers</i>	<i>Yaser M. Al-Harazneh , Ismail Sila</i>	<i>Journal of Global Information Management</i>	<i>The research was conducted to examine how the implementation of electronic human resource management (e-HRM) systems influences the effectiveness of HRM systems. It aimed to understand the factors that affect employees' intention to use e-HRM systems and their actual usage.</i>	<i>Turkey</i>	<i>The research findings indicate that performance expectancy positively influences employees' intention to use e-HRM systems, while effort expectancy does not. Facilitating conditions have a positive impact on e-HRM system usage, and top management support and the HRM role of line managers positively affect both intention to use and actual usage of e-HRM systems, while the effect of HR professionals is negative. Actual usage of e-HRM systems significantly</i>	<i>January 2021</i>

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					<i>impacts HRM system effectiveness.</i>	
<i>Designing and Implementing HR Management Systems in Family Businesses</i>	<i>Luca Gnan, Giulia Flamini</i>	<i>IGI Global</i>	<i>The research was conducted to address the lack of exploration into human resource management (HRM) systems within family business studies, despite their potentially significant role. The objective was to understand how HRM practices can contribute to the success of family businesses, considering their unique characteristics and challenges. Specifically, the study aimed to clarify the relevance of HRM topics in family firms, explore the role of HR choices within these organizations, and examine the differences in HRM systems between</i>	<i>Italy</i>	<i>The findings of this research focus on identifying the crucial elements of the Strategic Map of the HR department within the Angelini Group, an Italian family company. These elements include mission, vision, golden rules, distinctive competencies, and strategic intents. Each element serves to address fundamental strategic questions for the HR department, such as its purpose, guiding principles, strengths appreciated by clients/colleagues, aspirations, and key objectives.</i>	<i>January, 2021</i>



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			<i>family and non-family businesses.</i>			
<i>Measuring the Effectiveness of Human Resources Management System in the Ministry Of Interior in the Kingdom Of Bahrain</i>	<i>TAREQ ABDULRAHMAN MEJHEM, ANDRES A. REGONDOLA</i>	<i>International Journal of Innovative Science, Engineering &amp; Technology</i>	<i>The primary objective of this study was to evaluate the effectiveness of implementing Human Resource Management Systems (HRMS) within the human resources directorate of the Ministry of Interior, focusing on aspects such as Availability, Integration, Ease of Use, and Time Saving. Through a descriptive approach, data was collected via a self-completed questionnaire distributed to 100 respondents within the human resources directorate, comprising managers, officers, policemen, and civilian employees.</i>	<i>Kingdom of Bahrain</i>	<i>The findings of the research indicate a positive correlation between perceptions and the effectiveness of using HRMS (Human Resource Management Systems). This suggests that as the level of effectiveness within the HRMS variables - Availability, Integration, Ease of Use, and Time Saving - increases, so do respondents' perceptions of its usefulness. The study concludes that there is a significant relationship between perceptions and the effectiveness of HRMS in the Human Resources</i>	<i>August, 2018</i>

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*Directorate of the Ministry of Interior in the Kingdom of Bahrain. Additionally, it highlights the system's benefits and the need for further improvements, including technical enhancements, better information-related features, improved teamwork communication, and enhanced end-of-service delivery to customers.*