WOLKITE UNIVERSITY

COLLEGE OF COMPUTING AND INFORMATICS

DEPARTMENT OF INFORMATION SYSTEM

Enterprise systems Individual Assignment

Name **ID No.**

1) Tsemru Fikremariam…………………………………………………….NSR/2092/13

Submission Date 18/04/2024

Submitted to: Ms. Ayantu T.

1 Human resource functions of Enterprise systems

Enterprise Resource Planning (ERP) software, originally designed for material planning and scheduling, has evolved into a comprehensive framework for business management and development. Today, ERP systems extend their functionality to encompass human resource management (HRM), integrating various facets of employee management into a cohesive platform.

In business, the most valuable assets are often categorized as Land, Labor, Capital, and Enterprise. Among these, the focus on human resources, or the individuals driving business tasks, is paramount. HRM revolves around activities aimed at recruiting the best candidates for specific job roles and continuously enhancing their skills and capabilities through effective support systems.

An ERP system tailored for HRM becomes indispensable, particularly for large companies. Its role is pivotal in centralizing data, providing a unified database that enables management to access information promptly and efficiently. This centralized repository encompasses employee details such as names, employee codes, attendance records, leave management, work history, performance reviews, and accrued benefits, facilitating streamlined decision-making and organizational efficiency.

Another significant advantage of ERP in HRM is talent acquisition. By incorporating HRMS training modules, ERP systems ensure the recruitment of individuals with the right skills for designated positions. They enable the specification of skills required for particular job descriptions, monitor employee onboarding training, record performance evaluations, and more. In essence, ERP systems in the workplace effectively manage employee skills and training requirements.

The five core components of an HRM system can be likened to gears driving organizational efficiency:

1. **Recruitment and Selection**: Identifying and acquiring talent that aligns with organizational needs and culture.

2**. Training and Development**: Providing ongoing learning opportunities to enhance employee skills and competencies.

3. **Performance Feedback**: Evaluating and providing constructive feedback to employees to optimize performance and productivity.

4. **Payments and Benefits**: Managing compensation, benefits, and payroll processes accurately and efficiently.

5. **Labor Relations**: Fostering positive relationships between management and employees, ensuring compliance with labor laws and regulations.

Incorporating ERP systems into HRM operations not only streamlines administrative processes but also enhances strategic decision-making, fosters employee development, and ultimately contributes to organizational success.

2 How enterprise systems support business

In the 21st century, Information Technology (IT) has emerged as a critical resource for managing and operating organizations across various sectors. Its impact spans from customer service to operational efficiency, social media engagement, and cybersecurity. As technology evolves, it creates new job roles such as mobile application developers, social media analysts, information security specialists, and data architects, which were non-existent a decade ago. Enterprise Systems, which integrate business functions across organizations, have become indispensable in this technological landscape.

Companies are increasingly leveraging technology, including enterprise systems, to enhance their business processes and customer service. These systems, which are comprehensive software packages, serve as command centers for managing complex business operations, automating processes, and facilitating decision-making and reporting.

Here are ten benefits of enterprise systems for companies:

1. **Efficient Data Management**: Enterprise systems store business data in a format that is easily accessible and analyzable, facilitating informed decision-making and enhancing customer satisfaction through timely responses.

2. **Automated Customer Service**: By automating customer service processes, enterprise systems ensure consistency in customer interactions, streamline back-office functions, and allow employees to focus on building strong customer relationships.

3. **Scalability**: Enterprise systems offer flexible IT capabilities, allowing businesses to scale up or down as needed without significant investments in hardware. This scalability helps in controlling costs while meeting customer demands.

4. **Reliable IT Infrastructure**: Enterprise systems provide high reliability and uptime compared to smaller IT solutions, ensuring uninterrupted operations essential for a consistent customer experience.

5. **Data Security**: Enterprise systems prioritize the security of customer data, mitigating the risks of security breaches and ensuring compliance with data protection regulations.

6. **Real-Time Access to Information**: Access to real-time data enables businesses to adapt quickly to changing environments and improve operational efficiency.

7. **Cost Reduction**: Enterprise systems streamline business processes, ultimately reducing operational costs and freeing up resources for enhancing customer service and investing in other business areas.

8. **Standardized Processes**: By storing comprehensive and real-time data, enterprise systems ensure standardized processes, contributing to a consistent customer experience.

9**. Improved Supply Chain Management**: Enterprise systems streamline supply chain operations by leveraging data on customer orders and supplier deliveries, leading to reliable and cost-effective product delivery.

10. **Regulatory Compliance**: Enterprise systems aid in regulatory compliance by automating data collection and reporting, ensuring adherence to stringent regulations without compromising on customer service.