

## E-GOVERNMENT INITIATIVES IN NEPAL

Almost two decades after the first initiative towards e-Governance through the IT policy of 2000, Nepal has so far struggled with implementation of e-Governance due to political instability and the digital divide caused by socio-economic issues such as lack of infrastructure, low-income level and low-literacy rate among others. However, this case study showed that with trend towards foreign labour, Nepal has seen a huge demand for communication resulting in improvement in the communication infrastructure. With access to mobile technology, possibility of citizen reach and interaction through the means of mobile communication has become realizable.

### Cyber Laws

Cyber laws are fundamental. They provide security to not only the intellectual property of IT companies but also helps to maintain the privacy of internet users. They check the programs of corporates to make the internet a neutral platform, help to create standard models of use which helps to create tailored facilities to the citizens to boost the economy, and so on.

Different countries have different cyber laws and cyber laws regulating bodies. In Nepal cyber law is called as Electronic Transaction Act (ETA) 2063, which was passed in 2004. The bill deals with issues related to digital signature, intellectual property, cybercrime, etc. The Act is divided into 12 sections and 80 clauses. This law keeps an eyeball on issues which are related to computer networks and cybercrime. It brings cyber criminals under the justice of law and penalizes them just like other crimes. As per the Act, if anyone is found violating cybercrime, he/she will be punished for a minimum of 6 months to a maximum of 3 years in jail and has to pay minimum 50 thousand to maximum three lakhs as a penalty.

#### The Electronic Transactions Act, 2063 (2008)

1. This Act may be called "The Electronic Transactions act, 2063 (2008)".
2. This Act shall be deemed to have been commenced from 24 Bhadra 2063 (sep.2, 2006).
3. This Act shall extend throughout Nepal and shall also apply to any person residing anywhere by committing an offence in contravention to this Act.

#### What is electronic Transaction?

The electronic transaction is :

- transactions of electronic records data by using any types of electronic means.
- contains electric records and valid digital medium.
- the exchange of all types of records which are in the form of electronic.

#### Objectives of the Electronic Transaction Act 2063

1. To make legal provision for authentication and regulation of electronic data.
2. To make a reliable date generation, communication, and transmission.
3. To make a secured and authentic means of electronic communication.

To regulate all the relating matters of electronic transactions.

### **Scopes of the Electronic Transaction Act 2063**

1. Creation and use of digital signature
2. Control cyber/computer-related crimes.
3. Protection of intellectual property.
4. Protection of confidentiality.
5. Regulations of an electronic transaction by establishing regulating bodies - such as
  - Office of Certificate Control (OCC)
  - Certificate Agencies (CA)
  - Subscribers

### **Major provisions of the Electronic Transaction Act 2063**

1. It has the provision relating to electronic records and digital signature.
2. It has the provision relating to dispatch, receive an acknowledgment of electronic records.
3. It has the provision of few regulating bodies and their functions, rights, and duties such as -

#### **Office of Certificate Control (OCC)**

- Certification Agencies (CA)
  - Subscriber
4. It has the provision relating the use of digital signature and certificate.
  5. It has the provision relating to government use of the digital signature.
  6. It has a provision relating to the computer network and network services providers.
  7. It has the provision relating to computer-related crimes and punishments.
  8. Provision of IT tribunal is defined as the first jurisdictional and appellate jurisdiction. IT tribunal (सूचना प्रविधि न्यायाधिकरण)
    - First Jurisdictional (पहिलो क्षेत्राधिकार)
    - Appellate Jurisdictional (पुरावेदकीय क्षेत्राधिकार)
  9. It defines a few documents which this act is not applicable for
    - All the negotiable instrument defined by the "Negotiable Instrument Act 2034"
    - All the documents related to the ownership of properties (dhanipurja, laalpurja etc).
    - Any documents which are used as a primary document in the court process

### Cyber crime

Cyber crime is a crime committed by using cyber means/computer technology. Cyber crime is also known as computer-related crime. All the illegal activities committed by using or with the application as computer technology such as –

- Damage to computer and computer system.
- Acts to gain illegal access into the system.
- Use as weapons to commit other crimes.
- Acts against the provision of cyber law.

Some examples of cyber/computer crimes are

- Creating fake documents
- Blackmailing/social media abuse
- Distribution of pornography materials
- Misuse of electronic cards
- Piracy of intellectual properties
- Spreading computer viruses/malware

### Major computer-related crimes and punishments

Pirate/ Destroy/ Alter computer source code

Unauthorized access in the computer system

Damage to computer and computer system

- Up to 3 years of imprisonment, or up to 2 lakh fine or both

Distribution of electronic materials in electronic form – Not to publish the prohibited materials which are prohibited by prevailing laws, the materials which may create jeopardy in social harmony, spread hate and jealousy, materials which may create harassment to women trafficking, pornography materials

- Up to 5 years imprisonment or up to 1 lakh or both

Disclose of Confidentiality

Deform false statement by parties at the time of the electronic transaction

- Up to 2 years imprisonment or 1 lakh fine or both

Display and submit false license for electronic means

- Only display 1 lakh fine
- Display+submit and perform = 2 years imprisonment or 1 lakh fine or both

Non-submission of prescribed statements

- Up to 50,000 fine

Computer fraud

- Compensate claim amount
- Fine up to 1 lakh and 2 years of imprisonment or both

### Computer fraud

- For abetment fine up to 50,000 and up to 6 months imprisonment

### For accomplice

- Half of the main convicted

## Implementation in the Land Reform

Land reforms played a key role in the national economic development of those countries. Land reforms paved the way for agricultural development, which in turn led to industrial development in these countries. Nepal has passed through a similar phase, too.

Since the late 1950s governing administrations of all political hues have pronounced land to the tiller redistribution necessary to abolish feudalism and advance economic transformation. And yet they have as recurrently failed to achieve these objectives. Although overlord powers of landlords and colonizing agents have been successfully diminished, other destructive characteristics of feudal land relations continue to flourish. These include high levels of absentee landlordism, large areas of under utilized farmland, and failure to reform the conditions of those who farm others' land, some of whom, extraordinarily, remain in debt peonage until today and despite repeated legislation against this. Insecurity of tenure afflicts the entire farming sector, a main cause of its stagnation. Farming has become one of the least appealing ways to survive and yet continues (and will of necessity continue) to underwrite the economy. This is itself truncated through failures to restructure farm tenure relations and force idle landlord capital into off-farm productive enterprise. Breaking out of this cycle has become paramount to post-conflict and now republican New Nepal. Recommitment to abolition of feudalism through land reform has been given declamatory constitutional force. Reform is now termed scientific land reform, seemingly to reflect what is fast emerging as its dominant focus upon the commercialization of agriculture. Land Reform in Nepal – Where is it coming from and where is it going?

### Overview

This is a summary of a book which reports upon a review of land reform in Nepal. The book finds that state-led reformism is far from new in Nepal. Since the late 1950s governing administrations of all political hues have pronounced land to the tiller redistribution necessary to abolish feudalism and advance economic transformation. And yet they have as recurrently failed to achieve these objectives. Although overlord powers of landlords and colonizing agents have been successfully diminished, other destructive characteristics of feudal land relations continue to flourish. These include high levels of absentee landlordism, large areas of underutilized farmland, and failure to reform the conditions of those who farm others' land, some of whom, extraordinarily, remain in debt peonage until today and despite repeated legislation against this. Insecurity of tenure afflicts the entire farming sector, a main cause of its stagnation. Farming has become one of the least appealing ways to survive and yet continues (and will of necessity continue) to underwrite the economy. This is itself truncated through failures to restructure farm tenure relations and force idle landlord capital into off-farm productive enterprise. Breaking out of this cycle has become paramount to

post-conflict and now republican New Nepal. Recommitment to abolition of *feudalism* through land reform has been given declamatory constitutional force. Reform is now termed scientific land reform, seemingly to reflect what is fast emerging as its dominant focus upon the commercialization of agriculture. While rhetorically, the link between redistribution with growth is retained, plans to actually carry out redistribution do not yet appear.

Limitations on farm size or absentee landlordism are no longer mentioned and taxation (inducing sales to better-off farmers) is offered as the mechanism to reduce idle lands. The heat is to be taken out of popular demand for land by providing tiny plots of public wasteland to groups of the ultra-poor, and to those who have voted with their feet time and time again over the last 50 years and once again begun to occupy public lands in organized squatter camps. This strategy has ominous echoes of former decades. It enables the State to avoid tackling the founding issues of unjustly acquired properties in the private sector and the rampant exploitation which continues to affect up to 2.8 million households who either have no shelter or farm of their own or not enough land to even subsist from - and while 7.5% of rural households still retain over a third of the cultivated land area, and a much greater proportion of the private property estate overall, significant parts of it idle. It also enables the State to sidestep the increasingly pressing question as to how it has come to be the largest landholder in Nepal in the course of reforms, a situation at least partly engineered on the back of classical abolition of customary land rights in the name of modernization, and the co-option of naturally collectively owned assets like forests and pasturelands to its own purse and presumed superior guardianship. This has been a strategy upon which it has wisely but as yet highly partially back-tracked, in the form of handing over managerial control of mainly degraded forests to community bodies. In the process it has set up a new set of awkward institutional precedents which inhibit full restitution of property rights to either customary or modern community possession, and which trigger increasingly tense contestation over rights at the local level and especially between indigenous and non-indigenous communities. This is however unlikely to be the end of the story. Although often uncrystallized in its vision, public demand for reform seems to heighten in this post-conflict period. This looks to real reform not just in the pivotal landlord-tenant relationship but in State-people relations, in terms of both power over property and the status of public lands. Meanwhile a High Level Commission is to be formed to produce concrete recommendations for land reform. A new Constitution is to be drafted in 2009 providing another opportunity for a fresh approach to property matters. How far they will be able or enabled to take up the challenge of reforming reform remains to be seen. The risks of not doing so are high, with weary return to interventions of old likely, but with promises that this will work better this time on the basis of anticipated stronger political will. Indeed, lack of political will is identified by this study as historically the outstanding impediment to successful redistributive reform around the world. Nonetheless, too much reliance upon this is unreliable in a modern democratic state and within one which is so vibrantly Party-riven and where the age-old alliance of (often absentee) landlordism and officialdom appears to remain surprisingly intact. That is, sufficiently robust political will may be difficult to achieve now as in the past.

## Summary

Democratizing land reform itself offers a better chance of success, in the sense of looking to public will. This requires structuring reform as a people's program in which every village community is empowered to control its own land relations, within the parameters of broad national principles and more exacting inclusive process. This offers a more workable route out of the quagmire of broken promises, breakdown in the rule of land-related law, and a narrowness of objective and remedy than back to business as usual with some tinkering can achieve. Correctly empowered communities will have a better chance of breaking the chains of the embedded landlord-State allegiances which limit change. With control over their own community land registers, they will be better able to ensure the long-term occupancy and rights of each household are registered and disputes around these more quickly resolved. A community based approach, working in an incremental manner, and on an area by area basis, will also be better able to tackle the rights and governance grievances which embrace much of the public land estate, including existing and future protected areas. Relieved of powers to manage land distribution itself and the opportunities for rent-seeking which afflict current systems, district authorities will be better able to neutrally facilitate delivery and monitor, with accountability systems firmly embedded in local populations, not upwards to central government. Taking into account the experiences of innovative community based approach to land rights reform elsewhere, we do not find it too fanciful to envision a thriving future Nepal as a mosaic of some 4,000 or more collectively-governed community land areas embracing the entire rural landscape; and within which elected Community Land Boards govern not only private land holding but the regulation, use and management of collectively owned resources including pasturelands and protected forests and reserves, under the oversight of national or federal legislation and technical agencies. How far emergent reformism can extend its vision and scope in such ways (and similarly embrace the equally pressing issues around rapid urban growth and speculative land hoarding and housing developments once again to the detriment of the poor, in especially peri-urban villages, not covered in this volume) remains to be seen. Ironically, intensive politicization along party lines may yet serve to limit the level of community-driven empowerment needed to drive real change in this areas In the interim, every assistance should be afforded the debate and policy-makers to maximise the current opportunity to genuinely move forward.

## Nepal has performed poorly

These outputs compare poorly with redistributive reform around the world. The better of these have seen more than 60% of rural households benefit (e.g. Vietnam, China, Taiwan, Japan, Korea, Cuba, Ethiopia, Mexico, Russia, Armenia) and deliver land to nearly a billion beneficiaries overall. However, the results are not worse than for the Indian sub-continent as a whole, excepting the Indian state of West Bengal. Failure to reform the farm-based economy has failed transformation overall Meanwhile the uncertainties created by poorly enforced reforms have played a main role in inhibiting agricultural development and prosperity. Half a century after the first significant land reform legislation (1957) neither land owners nor tenants and workers have clear and stable control over the founding means of

production - the land. Out-migration from agriculture has become the major escape route but largely excluding the most poor. Agriculture itself stagnates. Perhaps worse, failure to perform, or misconstrued reform, have often made things worse for the disadvantaged majority. Even 'successes' have their pyrrhic underside. For example, a main output of imposing ceilings was concealment of ownership and severe erosion of the integrity of records. A main effect of tenancy registration was eviction; a main effect of taking uncultivated land from the rich was dispossession of the poor, and a main effect of presumed modernization of tenure forms was characteristic abuse of customary property rights. Failure to perform overall contributed to civil war, land reform becoming a clarion call of the Maoist insurgency.

The institutional basis of feudalism has been weakened but its subjects not yet liberated. As public documents acknowledge, elements of feudalism continue to exist in 2008. These manifest most painfully in the persistence of serfdom, despite repeated legal outlaw of such conditions (in fact first in 1924). More widely there is unjustified rife indebtedness in the rural sector, caused by sustained exploitation of tenancy and worker arrangements, and gross insufficiency of land of their own to farm. Nor has absentee landlordism been removed. This is integral to a continuing economic malaise through which better-off owners still gain more benefit from underpaying labour to produce food crops than from investing in the farm (and labour) to increase, improve, and diversify production. Land reform did succeed in undercutting the powerbase of feudal property relations as taxers and controllers of land access. However the powers these characteristic feudal zamindari (talukdar and jimidar) lost became powers of the central state, not ordinary citizens.

Nationalization of collective assets has been a questionable output of the reforms .Reforms have also seen the state emerge as the majority landholder through nationalization of forests, wastelands and pastures and the abolition of customary property rights affecting those resources. This too was to the loss of the majority poor. While this has proven a common thread in so-called modernization of land relations globally including post-feudal and post-colonial reformism, reversals are ultimately proving necessary.

Modernization has in respects aided polarization .The earliest and arguably most successful thrust of land reform from the 1950s was to consolidate holdings as fungible private property, whereas prior to this, many lands were held to be easily revertible to King and State without compensation. Without protection of tenants or labour included in this process, this too played its role in diminishing the rights and security of the majority, by finally sealing the gap between overlords and tillers; the former became registered land owners, the latter, mere tenants.

Poorly seen-through tenancy reform has backfired an uncertain tenancy strategy followed and compounded failure to deliver land to tillers. Its shortfalls have made tenants even less secure than previously in their occupancy and conditions of labour. This is because it has been fully possible for landlords to evict tenants and/or put them on different annual terms. In this way, landlords rather than tenants have been liberated from the obligations inherent in feudal relations. Plans to enable registered tenants to gain a share of the tenanted land were sound but weakly implemented. They also provoked a classic ill of failed reforms, a rise in under-used farmland in the midst of land shortage, landlords preferring to leave their lands idle (and being permitted to do so) than to risk tenants claiming partition rights.

Lack of will to reform lies at the root of failures. Reasons for failure in Nepal's land reform mirror those seen in other weak redistributive reforms. The immediate cause has been the repeated leaving of space for landlords to avoid or manipulate new legal requirements (and through this putting rule of law itself in jeopardy). This shortfall in turn stems from weak will to succeed. This has been, compounded by a too imitative approach, relying upon orthodoxies which were never going to be easy to achieve in the best of circumstances and even less so in the progressively challenging times of the last half century. In many ways, and especially since the 1980s, Nepal was too late with adoption of a reform primarily built around militant and post World War conditions. This has not been an experience unique to Nepal, quite common in Latin America. Successful reforms (and there have been a number, especially the 1940s to 1960s) have avoided this by being characterized by -forceful, comprehensive and speedy implementation, preventing lack of (a) adherence or avoidance by landlords (the most successful were completed within two to five years); substantial support for beneficiaries beyond provision of land, enabling (b) them to launch self-reliant and competitive farming as independent producers; backing up the sector as a whole with significant investment in irrigation (c) and roads, seed and fertilizer supply, technology, and cost-effective marketing systems; recognition of the power of indebtedness to prevent and derail reforms (d) and making credit not just cheap but directly and easily accessible to the very poor, and on a sustained basis; the nesting of land reform in a well-thought through agricultural (e) investment strategy and linking this to intelligent off-farm light industrial development; in particular keeping redistribution out of the marketplace by (f) compensating landlords at well below market values and in shares or bonds which allow them to access their compensation only by investing in off-farm productive enterprise, and with encouraging supporting assistance from the state; and involving beneficiaries from the outset in implementing, regulating and (g) monitoring reforms. None of these conditions have existed in Nepal despite some being recognized as essential, most comprehensively by the High Level Land Commission of 1994-95 and now rearticulated to an extent in 2008. Driving this has been equally characteristic lack of genuine political will, unwillingness to sacrifice privilege, or to fracture longstanding shared interests of the landlord and bureaucratic elite. Ironically, Nepal's emerging democratization over the same period has not helped, depriving the state of the militant autocracy which, for better or worse, has been a common factor in those land reforms which performed well during the 20th century. In recent years the replacement of autocracy with popularly-driven reform has become the logical precondition of successful land reform. This requires however much more devolved forms of land governance to work. While constraints and challenges abound, positive conditions for reform exist. New Nepal has revitalized its commitment to land reform. This is now termed scientific land reform to denote the inseparability of redistribution and growth and to emphasize the investment needed in the farm sector, alongside removing grossest inequities and labor exploitation. Positive conditions for seeing this through exist including - Growing frustration with the continued stagnation of agriculture and a) acknowledgement that failure to reform is a main impediment that must be removed. The reshaping of democracy towards more genuinely inclusive b) representation of landless, land poor and exploited sectors excluded in the past. A more politicised society overall in which the rural poor begin to find c) their voice. The experience of civil war which has demonstrated how real

land 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**

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.

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 data or organizational changes becomes more efficient and uses less time than with paper-based requests. Approval workflows enable changes to be approved or rejected, with the necessary

individuals automatically notified. An HRIS might also offer mobile capabilities that extend self-service and provide additional flexibility for remote workers.

### HRIS security and privacy

An HRIS also helps secure employee data and keep information private. When using paper forms or spreadsheets, information can easily be accessed by people who may not have the authority to access it. An HRIS can secure information so that it can only be accessed by authorized individuals.

Data security and privacy are important factors when handling sensitive personal information, especially in countries like Germany or France, where works councils have a strong role in protecting employee data. With the exception of lock and key, protecting paper records can be extremely difficult.

### Types of HRIS software

A variety of HRIS systems are available and aimed at different types of customers, ranging from small and medium-sized businesses (SMBs) all the way up to large enterprises. Usually, the difference is in the range and depth of features for each process area.

While most HRIS systems cover a large portion of the processes described above, many HRIS systems aimed at small to medium-sized enterprises (SMEs) have less depth of functionality in each feature than those aimed at large enterprises.

In this way, the HRIS market is similar to the automobile market. All automobiles will get a driver from A to B, but major differences exist in the quality and amenities offered.

### HRIS functions

As an HR tool, an HRIS usually features modules to handle the following tasks:

- Master data management (MDM)
- Organizational management, such as positions and departments
- Employee and manager self-services
- Absence and leave management
- Benefits administration
- Workflows
- Performance appraisals
- Recruiting and applicant tracking
- Compensation management
- Training tracking (as opposed to a learning management system [LMS]) and organizational development
- Reporting and basic analytics

An HRIS provides a comprehensive set of human resource management functionalities to serve most HR needs. Without this, unsecured or paper-based documents or spreadsheets are required to store data. Manual data entry can cause errors and manual cross-checking of documents and spreadsheets can be time-consuming and sometimes confusing, especially with a lack of standardization in how data is captured and stored.

Even when a specific system is purchased to cover a process -- such as benefits administration -- it may mean manually entering employee data changes to keep the system up to date. If multiple systems are used, data re-entry may be required for each system, or users may need to export data from one system, change it and then import it into another system.

In some instances, payroll can be part of an HRIS. However, many vendors either don't have payroll as part of their HRIS offering, or -- as with Oracle, Workday and SAP Success Factors -- they sell payroll as a separate system that integrates with their HRIS.

### **Importance of HRIS**

An HRIS can play a critical role in enabling compliance -- for example, to store regulatory data for a country, such as U.S. equal employment opportunity information or U.K. Working Time opt-out -- and can offer a means of gaining insight into the workforce. Both are important and, in some industries, are interwoven.

In addition, downstream integration of systems that require employee data, such as payroll or LMS, and the immense time savings from having integrated applications means an HRIS can serve a critical role, since data entry in multiple systems -- a reality for organizations without an HRIS -- can lead to costly errors or reduced employee engagement.

As one example, suppose a company that manually enters HR data mistakenly overpays employees or gives out too much vacation time. That company will find employee engagement negatively affected if the error is reversed, a situation that could be avoided with an HRIS.

### **The difference between an HRIS and an HRMS**

Exact definitions for HRIS and human resource management system (HRMS) vary, but many experts take the view that an HRMS offers greater functionality by adding talent management and human capital management (HCM) options to human resource information systems.

The talent management functions often include:

- Employee on boarding processes
- Succession planning
- Career development planning
- Learning management

The HCM functions often include:

- labor tracking, typically as a system that tracks all necessary work and distributes that work to workers, often in hourly roles, such as in manufacturing plants;
- time entry and evaluation; and
- workforce management.

### HRIS Analysts

HRIS analysts are highly trained professionals with skills in both IT and HR, who are responsible for managing the HRIS and presenting relevant and beneficial data on employee productivity, attendance, training and pay. HRIS analysts also ensure IT departments adhere to HR regulations as well as provide necessary resources to employees and arrange for appropriate equipment updates. Large organizations may employ several HRIS analysts to focus on specific HR tasks, such as employee benefits, compensation or training.

In general, HRIS analysts ensure efficient organization and presentation of information concerning all features of HR functions within a company. Some specific benefits HRIS analysts provide include:

- Customer service for both the employee users of the HRIS and the management users.
- Advice based on analysis of HRIS processes and outcomes from someone who specializes in the program and its performance.
- Data entry for the large amounts of employee information that is gathered.
- Assurance that employee information and data is kept confidential and secure.
- Increased accuracy due to the analyst's editing and confirming of data before it is reported.

At this time, HRIS analysts are not required to possess any sort of certification. However, in order to be competitive in the job market and increase salary potential, it is suggested that applicants provide proof of their excellence in the field and commitment to HR by obtaining certifications such as the Professional in Human Resources (PHR) or Senior Professional in HR (SPHR) certifications -- both from the Human Resources Certification Institute ([HRCI](#)) -- and the Human Resources Information Professionals (HRIP) certification from the International Association for Human Resource Information Management ([IHRIM](#)).