Integration of HRIS and ERP Systems in Human Resource Management: A Case-Based Research Study

Nirjala Tapkir and Prof. Aakanksha Landge
Researcher, MIT ACSC, Alandi, Pune
Guide, MIT ACSC, Alandi, Pune
nirjalatapkir@gmail.com and aklandge@outlook.com

Abstract: *The rapid digital transformation of business operations has significantly influenced Human Resource Management (HRM). Human Resource Information Systems (HRIS) and Enterprise Resource Planning (ERP) systems have emerged as critical tools for streamlining HR functions, enhancing operational efficiency, and enabling data-driven decision-making. This research paper examines the conceptual foundations, practical implementation, and organizational impact of HRIS and ERP systems, with a focused case-based analysis of SAVIOR Access & Attendance software used at Viney Corporation Ltd., Pune. The study evaluates system effectiveness, integration capabilities, user experience, compliance management, and strategic contributions to organizational performance. Findings indicate that integrated HR ERP solutions significantly reduce administrative burden, improve data accuracy, strengthen compliance, and enhance employee engagement, while challenges remain in user training, system scalability, and technological adaptation.*

Keywords*:* Human Resource Information System(HRIS), Enterprise Resource Planning(ERP), Human Resource Management(HRM), Digital Transformation, Attendance Management System, SAVIOR Access & Attendance Software, Data-Driven Decision Making, Organizational Performance, Employee Engagement, HR Automation, Compliance Management, Workforce Management

I. INTRODUCTION

Human Resource Management has evolved from an administrative support function to a strategic partner in organizational growth. In contemporary enterprises, managing workforce data manually is no longer viable due to increasing regulatory requirements, globalization, workforce diversity, and technological complexity. As a result, organizations are adopting HRIS and ERP systems to automate HR processes, centralize employee data, and align HR strategies with overall business objectives.

HRIS refers to specialized software designed to manage employee information, payroll, attendance, recruitment, and performance data. ERP systems extend this capability by integrating HR functions with finance, operations, and supply chain management, creating a unified enterprise platform. The integration of HRIS within ERP architecture enhances transparency, operational efficiency, and strategic decision-making capabilities.

II. LITERATURE REVIEW

Existing literature emphasizes the strategic importance of HR technology in modern organizations. Researchers highlight that HRIS enhances data accuracy, reduces manual workload, and improves workforce analytics capabilities. Studies on ERP integration demonstrate that cross-functional data sharing improves coordination between HR and other departments.

Recent research also underscores the role of HR analytics in predictive workforce planning, talent management, and performance optimization. Cloud-based HR ERP systems are identified as scalable, cost-effective, and supportive of remote work environments. However, challenges such as implementation cost, resistance to change, data security risks, and skill gaps remain significant barriers.

III. ORGANIZATIONAL PROFILE: VINEY CORPORATION LTD.

Viney Corporation Ltd., established in 1989, is a leading manufacturer of automotive components including wiring harnesses, connectors, terminals, and mechatronic systems. With multiple manufacturing facilities in India and Europe, the organization serves major OEMs and Tier-I automotive clients. The company employs over 3,000 professionals and operates with a strong focus on quality, innovation, and sustainability.

To streamline HR operations across multiple plants, the organization utilizes SAVIOR Access & Attendance software integrated with payroll systems. The system supports biometric attendance tracking, leave management, payroll processing, compliance reporting, and employee self-service functionalities.

IV. ANALYSIS OF SAVIOR HRIS & ERP INTEGRATION

SAVIOR is a technology-driven HRIS solution designed for attendance management, payroll integration, and access control. The system replaces manual registers with biometric and RFID-based tracking, ensuring data accuracy and minimizing manipulation risks.

Key features include multi-level user access, automated overtime calculation, shift management, statutory compliance reporting, real-time dashboards, and integration with payroll modules. The system supports centralized monitoring across multiple locations, improving transparency and operational control.

The payroll module automates statutory deductions such as PF, ESI, professional tax, gratuity, and bonus calculations. Employee self-service portals enhance transparency by allowing employees to access salary slips, apply for leave, and monitor attendance records.

Features Of Savior

The Savior Access and Attendance Application is a robust and intelligent system designed to enhance workforce management through automation, security, and flexibility. It combines cutting-edge technology with user-friendly features to provide organizations with a comprehensive solution for attendance tracking, access control, and employee management. Whether for a small enterprise or a large corporation, Savior ensures efficient operations, data accuracy, and regulatory compliance.

Scalability And Reliability

Savior is designed to adapt to organizations of all sizes—from small businesses to large enterprises. Its architecture allows it to handle a growing number of users, devices, and data without compromising on speed or performance. The system maintains high uptime and dependability, making it a trusted solution for critical attendance and access operations.

Customer Solutions

Understanding that every organization has unique processes, Savior offers customizable configurations. Whether it's integrating with an existing HRMS, modifying reporting formats, or adapting to specific shift rules and policies, Savior can be tailored to meet specific client requirements.

Reporting

These reports support informed decision-making and help with internal audits, payroll processing, and performance evaluations.

The system offers a wide array of automated and customizable reports, such as:

- Daily attendance summaries
- Monthly attendance records
- Yearly trends
- Statutory compliance reports
- Over time (OT) calculations

On – site Assistance

To ensure hassle-free implementation, Savior provides professional on-site support during system installation, configuration, and user training. This hands-on approach helps clients transition smoothly, resolve issues promptly, and optimize the use of the system.

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Leave Management

Savior includes a comprehensive leave management module with features such as:

- Multi-level leave approval workflow
- Automated email notifications to supervisors and employees leave balance tracking and encashment options this minimizes paper work and helps maintain accurate leave records and transparency in approvals.

Data Synchronization

Savior synchronizes attendance data between biometric devices or RFID readers and the central server/database in real-time or scheduled intervals. This ensures data accuracy, prevents duplication, and saves administrative time by reducing manual data entry or corrections.

Security

With features like smart card access, biometric authentication, and zone-based restrictions, Savior helps secure entry to sensitive areas within an organization. Unauthorized access attempts can be logged and flagged, enhancing overall safety and compliance.

Compliance

The software helps organizations meet legal and regulatory standards related to labor laws, working hours, and employee benefits. Savior generates compliance-ready reports and maintains audit trails, reducing the risk of penalties during government inspections or internal audits.

5. Research Methodology

This study adopts a mixed-method research design incorporating both qualitative and descriptive analysis. Primary data was collected through structured interviews with HR professionals and on-site system observation. Secondary data was sourced from academic journals, books, industry reports, and system documentation.

The research focuses on evaluating system efficiency, user satisfaction, integration capabilities, and compliance effectiveness. Data triangulation ensured validity by cross-verifying interview responses with system documentation and observed practices.

VI. FINDINGS

The implementation of SAVIOR significantly reduced manual errors and administrative workload in attendance and payroll management. Real-time data synchronization improved reporting accuracy and enabled faster decision-making. Employee self-service features enhanced transparency and reduced dependency on HR staff. However, periodic training is required to ensure effective utilization of advanced features. Minor technical disruptions occasionally require IT intervention.

VII. RECOMMENDATIONS

Organizations should invest in regular user training and system upgrades to maximize ERP benefits. Integration with advanced HR analytics tools can further enhance workforce forecasting and talent management.
Cloud migration and mobile accessibility features may improve scalability and remote workforce support. Continuous monitoring and feedback mechanisms should be implemented to enhance system usability.

VIII. CONCLUSION

The integration of HRIS within ERP frameworks represents a strategic transformation in Human Resource Management. The case of Viney Corporation Ltd. Demonstrates that technology-enabled HR systems enhance efficiency, ensure compliance, and support data-driven decision-making. While implementation challenges exist, the long-term organizational benefits outweigh the initial investment and adaptation efforts. Future advancements in AI and predictive analytics will further redefine the scope of HR ERP systems, positioning HR as a strategic driver of organizational excellence