

# What is HRMS?

- Human Resources Management System (HRMS) enables enterprise people management processes, including core HR data management, payroll, talent management, workforce management, HR service delivery and workforce analytics.

- From Gartner -

# Why HRMS?

- Integration of information from different applications into one universal database and eliminates the need to re-enter data, reduces the risk of error and improves productivity.
- Possible Benefits of adopting HRMS
  - Use of proven technology
  - Availability of consistent and accurate information
  - Additional functionalities and capabilities e.g. e-Leave, self-service
  - Process standardization and less duplication of effort
  - Reduce paper transactions and hardware required
  - Enable the retirement of legacy systems
  - Usually come with robust and "good" practices

# Goal & Objectives

- To replace the current HR/Payroll system that cannot be upgraded to meet present level of service
- The new HRMS is expected to achieve the following
  1. To capture more comprehensive employee data generated from data sources or workflows
  2. To allow access to certain HR functionalities by Department/individual users for automatic process handling, information sharing or analytics reporting
  3. To enhance work efficiency by automating and streamlining operational procedures