Research Of Personnel Management Systems for Reducing Discrepancies in The Working Sector

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Abstract

Personnel management and human resource management are interrelated that upgrades the conditions of organisational functioning. The study focuses on personnel management and discusses its significance to tackle employee-related aspects and management aspects. The primary quantitative method has been used for the study to evaluate the data on personnel management. A primary quantitative analysis of the data was done and it was found that personal and professional growth of personals related to personal management. In the discussion, an overall brief of the study is presented. Additionally, steps taken in order to develop the study are discussed. In the conclusion part, an overall summation of ate study is presented with appropriate findings.

Keywords- personal branding, personal management, personal organisation, HRM management, Impact of personal management

Introduction

The corporate and business society undertakes a series of complex activities that require being closely monitored and adequate record keeping. Accordingly, the personnel management system is ascertained to be of critical importance to the HRM given it acts as a software solution (Havlovska et al. 2022). The foremost significant aspect of personnel management systems is related to increasing the operational efficiency of firms and businesses. As per the views of Balabanova & Balabanov (2020), most businesses have to process a pool of data regarding company accounts, employee details, payroll and others that needs to be tackled diligently.

Figure :1

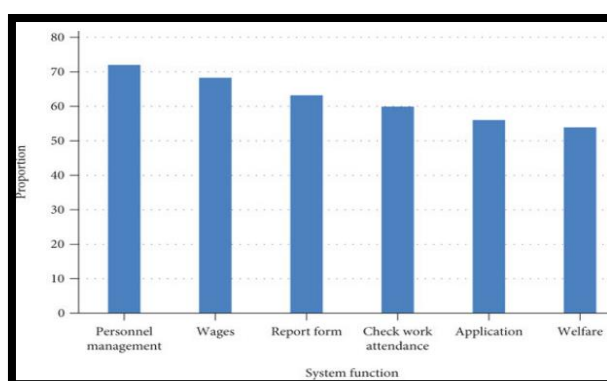Percentage of functional operations of HRM (Gu, 2022)

Figure 1 shows the percentage of functions undertaken by the HRM whereby personnel management acquires the highest position. Furthermore, Zakirova et al. (2019) state that the personnel management system is viewed as a modern digital solution wherein the software is solely developed for capturing, saving and evaluating data.

The objective of the research is to analyze the personnel management organisation concept. The main intention is to analyse the grounds of the personnel management system and its implications on organisational development.

Objectives

- To identify the needs and significance of the personnel management organisation in organisations

- To assess the pros and cons of deploying a personnel management system.

- To indicate the key factors linked with influencing the personnel management system

- To recommend probable solutions to reduce discrepancies in the personnel management system

Literature review

Identifying the significance of personnel management systems

Personnel management systems are defined as an effective prospect of HRM which holds immense benefits. As per the arguments of Klychova et al. (2019), contemporary businesses are an inherent aspect of the digital era that utilises advanced technical solutions. Considering the depth of complex tasks and the indefinite amount of data exchange, it is of critical vitality for firms to implement a better functioning system. From figure 2 it is observed that personnel management has an equivalent role in creating strategies for recruitment and selection; the foremost vital phase of organisational development.

Figure : 2

Functional responsibilities under the personnel management

Recruitment and Selection

Workforce Planning

Training and Development

Performance Management

Employee Relations

(Source: Influenced by Kurbanov, 2022)

Critical evaluation of the strengths and weaknesses of the personnel management system.

The driving force of personnel management is linked with transparency and maintaining equity in treatment. Following the observations of Velikorossov et al. (2020), the software developed for personnel management undertakes all significant data related to employees.
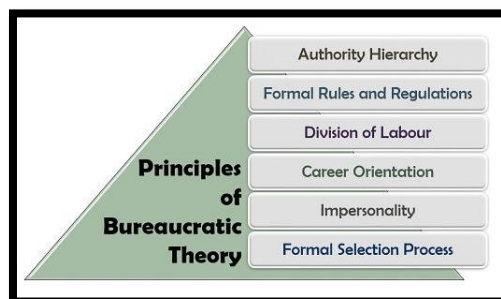
Figure: 3

Advantages and disadvantages of personnel management in the workplace (Tselyutina et al. 2019)

Figure 3 puts forward an array of factors that has positive and negative implications on workplace development. Furthermore, GREBNEVA & OVCHINNIKOVA (2019) argues that the setting up cost is exceedingly high considering personnel management is a software-based solution. Moreover, inadequate information sharing increases discrepancies in the personnel management system which negatively affects organisational functioning.

Figure: 4

Principles of Bureaucratic Theory (Kanter, 2019)

Following the above argument, it can be said that Weber's Bureaucratic theory has immense benefits in upgrading the performance levels of firms and employees. Figure 4 shows that the hierarchy remains at the topmost position followed by the development of rules and visions, dividing labour and responsibilities and other factors. This theory is inherently related to personnel management systems considering the range of functions performed by HRM.

Methodology

The study has chosen the primary quantitative method considering its large-scale benefits in providing accurate data. According to the studies of Patel & Patel (2019), the primary measurable technique utilises statistical tools and numerical information. This has remarkable contributions to increasing the reliability and authenticity of the collected data set. The primary method focuses on data collection through a survey procedure. From the findings of Mozhayeva et al. (2019), it is seen that surveys require a questionnaire design; the questions mostly include demographic and variable factors. Consequently, a total of 65 respondents have been chosen through the random sampling technique and the data is analysed through SPSS analysis.

Findings

Demographics

Gender

Table 1

Table related to the gender of participants

What is your gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	33	60.0	60.0	60.0
	2	11	20.0	20.0	80.0
Valid	3	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

Figure: 5

Figure related to the gender of participants
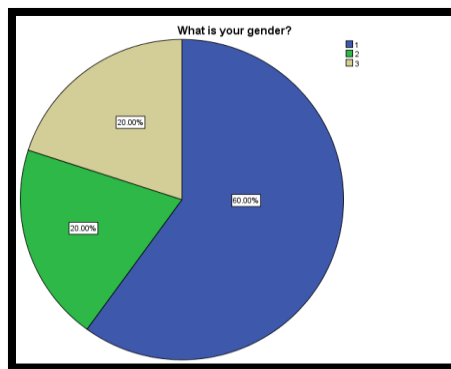
Table 1 and figure 5 is related to the gender of the participant where 60% of the participant were male. In addition, 20% were female and 20% preferred not to disclose their gender.

Age

Table: 2

Table related to the age of participants

What is your age?

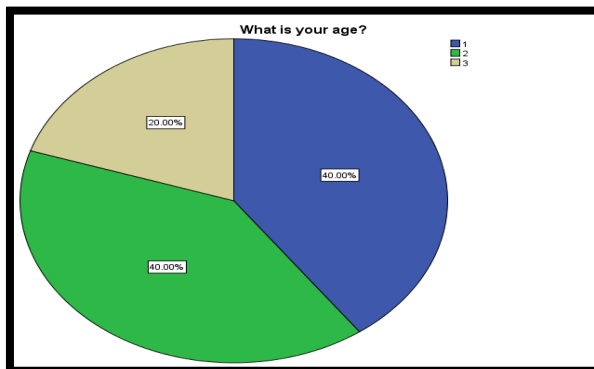|		Frequency	Percent	Valid Percent	Cumulative Percent
	1	22	40.0	40.0	40.0
	2	22	40.0	40.0	80.0
Valid	3	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

Figure: 6

Figure related to the age of participants

Table 2 and figure 6 is related to the age of the participant were Between 25 to 35 years and 36 to 45 years participants were 40%. Additionally, 46 to 55 years of participants were 20%.

Income level

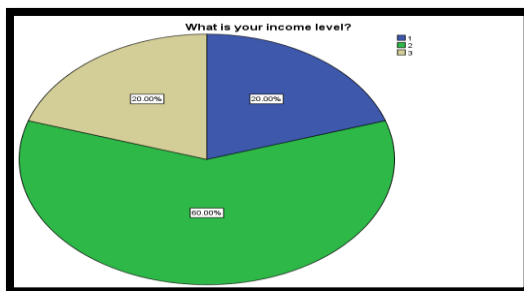Table 3

A table presenting the participants' income levels.

What is your income level?

		Frequency	Percent	Valid Percent	Cumulative Percent
	1	11	20.0	20.0	20.0
	2	33	60.0	60.0	80.0
Valid	3	11	20.0	20.0	100.0
	Total	55	100.0	100.0	

Table 3 and figure 7 are related to the income level of the participants. Below Rs. 20000 and Between Rs. 31000 to Rs. 40000 were 20% and Between Rs. 21000 to Rs. 30000 were 60%$ participants.

Figure: 7

Figure related to the income level of participants

Descriptive statistics

Table 4

Table of Descriptive analysis

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic		Statistic		Statistic	Std. Error	Statistic		Statistic	Std. Error	Statistic	Std. Error
IV1	55	5.00	2.00	7.00	3.6000	.25240	1.87182	3.504	.998	.322	-.450	.634
IV2	55	2.00	2.00	4.00	3.0000	.08607	.63828	.407	.000	.322	-.431	.634
IV3	55	2.00	3.00	5.00	3.8000	.10184	.75523	.570	.353	.322	-1.148	.634
IV4	55	6.00	4.00	10.00	6.0000	.29814	2.21108	4.889	.939	.322	-.431	.634
DV	55	4	1	5	2.20	.200	1.483	2.200	1.197	.322	-.088	.634
Valid N (listwise)	55											

Table 4 is related to the descriptive statistics of the variable where the mean value is greater than the standard deviation. As per the opinion of Hu et al. (2020), a higher mean value indicated that the results and answers were clustered near the mean.

Hypothesis 1: There is a relationship between personal success and personal management system

Table 5

Table of regression analyses of hypothesis 1

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.910[a]	.828	.824	.621	2.932

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	98.335	1	98.335	254.665	.000[b]
	Residual	20.465	53	.386		
	Total	118.800	54			

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	-.395	.183		-2.161	.035	-.762	-.028
	IV1	.721	.045	.910	15.958	.000	.630	.812

Table 5 is related to the regression value of hypothesis 1 having a significance value lower than 0.05, thus, the hypothesis is supported.

Hypothesis 2: Personal management system impact the professional life of a person

Table 6

Table of regression analysis of hypothesis 2

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.215[a]	.046	.028	1.462	2.515

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.500	1	5.500	2.573	.115[b]
	Residual	113.300	53	2.138		
	Total	118.800	54			

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	3.700	.956		3.871	.000	1.783	5.617
	IV2	-.500	.312	-.215	-1.604	.115	-1.125	.125

Table 6 is related to the regression value of hypothesis 2 where the significance value is 0.115, thus, the hypothesis is not supported.

Hypothesis 3: HRM of an organisation is related to the personal management system

Table 7

Table of regression analysis of hypothesis 3

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.218[a]	.048	.030	1.461	2.290

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.657	1	5.657	2.650	.109[b]
	Residual	113.143	53	2.135		
	Total	118.800	54			

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.571	1.020		.560	.578	-1.474	2.617
	IV3	.429	.263	.218	1.628	.109	-.099	.957

Table 7 is related to the regression value of hypothesis 3 with a higher significance value than 0.05, thus, the hypothesis is not supported.

Hypothesis 4: Personal management system is related to the discipline of a person

Table 8

Table of regression analysis of hypothesis 4

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.497[a]	.247	.233	1.299	1.963

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	29.333	1	29.333	17.377	.000[b]
	Residual	89.467	53	1.688		
	Total	118.800	54			

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
	B	Std. Error	Beta			Lower Bound	Upper Bound
1 (Constant)	4.200	.511		8.223	.000	3.176	5.224
IV4	-.333	.080	-.497	-4.169	.000	-.494	-.173

Table 8 is related to the regression value of hypothesis 4 and the significance value is 0.00. This is lower than 0.05 thus the hypothesis is supported with appropriate evidence.

Discussion

Personal branding is one of the most important aspects when it comes to professional and personal improvement. As per the opinion of Davidescu et al. (2020), a person with well-developed personal branding archives success in their professional and personal life moreover personal management is related to an organised lifestyle. On the other hand, Azizi et al. (2021) opined that personal management has an impact on professional life however; it is not directly related to success. Moreover, for a person with quality personal management, the chances of achieving milestones in life become an effortless task. The primary focus of the theory is linked with structuring the organisation and the management in hierarchical order. As per the opinions of Kanter (2019), the hierarchy is the flag bearer of rules and governance which ensures discipline and the setting of goals. In compliance with this, it can be noted that a clear vision, demarcation between individual and organisational assets, workplace regulations and others are curated by the hierarchy. This in turn increases the benefits of maintaining transparency in the workplace wherein employees are given fair treatment. On the same hand, it is seen that Human Resources Information System (HRIS) is technical software that manages multiple functions; saving workers' details, managing employee profiles, regulatory principles, payroll and many more (Zakirova et al. 2019).

Moreover, it has been witnessed that organisations face incongruities in managing data related to finances, payroll, employee activities, selection and hiring, training programs and many more. As per the opinion of Labrague & De los Santos (2020), in compliance with the growing difficulties, the personnel management system is said to be valuable since it manages and retrieves data in an isolated segment of software development. As opined by Chen, Lv & Song (2019), automation and technology have evolved the working conditions that bear significant results. It is observed that the HRM and the administrative department have a major responsibility in reviewing and securing data, thereby, digital technologies can help accelerate the process (Miller & Yakovleva, 2021). Thereby, it is noted that through personnel management software technologies, the company can increase its operational efficiency and maintain higher consistency.

Therefore, it was found that personal management has a direct relation with a well-structured system. As commented by Novitasari et al. (2021) HRM of an organisation is related to the personal management of management. Thus, it was found that organisational stability is related to a good structure management system. In order to achieve pre-set objectives of their research primary data was collected and qualitative analysis was used. According to the comments of Kurbanov (2022), workforce planning, training programs and performance management have critical utilities to induce the desired outcome. Therefore, personnel management software oversees a series of functions that increases HRM accessibility.

Conclusion

Thus, the above study has discussed the importance of personal management with primary qualitative analysis. In order to develop the study data was collected from primary sources and qualitative analysis was conducted. It was found that personal and professional life is directly impacted through an appropriate personal management system. Additionally, It was found that HRM systems are impacted by personal management.

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