

PROJECT REPORT ON
“A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT
ON ORGANIZATIONAL EFFICIENCY WITH REFERENCE TO CEYONE
MARKETING PVT LTD, BANGALORE”

Submitted by
NITHYA R S (4AL22BA051)

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

In the partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mr. Johnson Fernandes

Assistant Professor

AIET, Mijar

EXTERNAL GUIDE

Mrs. Navya

HR Admin

SCTPL, Bangalore



PG DEPARTMENT OF BUSINESS ADMINISTRATION

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri

2022-2024

24-September-2024

To whomsoever it may concern

CERTIFICATE

This is to certify that **Ms Nithya R S (4AL22BA051)**, student of Alva's Institute of Engineering and Technology, Moodbidri has successfully completed her internship as a Guest Relations Executive at Ceyone Marketing Pvt.Ltd. from **23rd April 2024 to 06th June 2024.**

During her internship in our Company, we found her performance and conduct are good.

We wish her all the best in her future endeavors.

For Ceyone Marketing Pvt Ltd.



Priyadarshini K R
Head – Human Resources

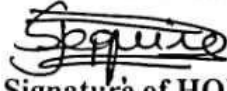
Date: 09/09/2024

CERTIFICATE

This is to certify that Nithya R S bearing USN 4AL22BA051, is a bonafide student of Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belgavi. The Project report on "A study on Human Resource Information System and Its Impact on Organisational Efficiency with special reference to Ceyone Marketing Pvt., Ltd., Bangalore" is prepared by her under the guidance of Johnson Fernandes, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.



Signature of Internal Guide



Signature of HOD

HOD

PG Dept. of Business Administration
Alva's Institute of Engg. & Technology
Mijar - 574225

Viva – Voce Examination



Signature of Principal
PRINCIPAL

Alva's Institute of Engg. & Technology,
Mijar. MOODBIDRI - 574 225, D.K

Signature of Internal Examiner

(Name & Affiliation)

Signature of External Examiner

(Name & Affiliation)

DECLARATION

I, Mrs. Nithya. R. S (USN: 4AL22BA051) hereby declare that the project report entitled "A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT ON ORGANIZATIONAL EFFICIENCY WITH REFERENCE TO CEYONE MARKETING PVT LTD, BANGALORE" is prepared by me under the guidelines of Mr. Johnson Fernandes, Assistant Professor, PG Departments of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

I also declare that this project work is towards the partial fulfilment of the university regulations for degree of Master of Business Administration by Visvesvaraya Technological University, Belgavi.

I have undergone a project for a period of 6 weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University/Institution

Date: 27/9/2024

Place: Moodbidri


Signature of the student

ACKNOWLEDGEMENT

With regard to the project work conducted on Ceyone Marketing Private Limited BANGLORE, I would like to thank each and everyone who have helped me by offering their guidance and all the required help provided to me in the process of study. Firstly, I would like to express my gratitude to my guide Mrs. Johnson Fernandes, assistant professor, Department of Business Administration, AIET for his excellent guidance, timely suggestions and support.

I am privileged to thank Mrs. Priya Sequeira, HOD, Department of Business Administration, Alva's Institution of Engineering and Technology, Mijar.

I express my sincere gratitude to Mrs. Navya HR Head and Admin of Switchgear and Control Technics Private Limited who cooperated and spent his valuable time and shared the information with me.

Thank you

Nithya R S

TABLE OF CONTENT

CHAPTER NUMBER	CONTENT	PAGE NO.
1	Introduction: Company profile Industry profile: Real estate industry Residential real estate About promoters Vision and mission Quality policy Product and services SWOT analysis Future growth and prospects Financial statement	1-18
2	Theoretical Background and Literature Review	19-24
3	Research Design: Statement of the problem Need for the study Objectives Research methodology Hypothesis Limitation Chapter scheme	25-31
4	Analysis And Interpretation	32-60
5	Findings, Suggestions and Conclusion	61-63
6	Bibliography	64
7	Annexure	65-73

LIST OF TABLES

TABLE NO	TITLE OF THE TABLE	PAGE NO
4.1	Showing Classifications of Gender	33
4.2	Showing Classifications of age	34
4.3	Showing Classifications of Experience	35
4.4	Showing Classifications of qualification	36
4.5	Showing Classifications of Residence	37
4.6	Showing HRIS Integration Enhances Data Sharing and Decision-Making	38
4.7	Shows Effective Tracking of Employee Skills, Certifications, and Training through HRIS	39-40
4.8	shows significant Automation of Routine HR Tasks through HRIS	41
4.9	showing Satisfaction with Security and Privacy Measures in HRIS for Employee Data	42
4.10	showing Effectiveness of HRIS in Facilitating Communication Between HR and Employees	43
4.11	showing reduction in Administrative Tasks and Paperwork Due to HRIS	44
4.12	showing satisfaction with Overall Performance and Reliability of the HRIS Platform	45
4.13	showing impact of HRIS on Employee Engagement	46
4.14	specifying Satisfaction with HRIS Customization and Flexibility	47
4.15	displaying efficacy of HRIS in Supporting Remote and Mobile Access	48 -49
4.16	displaying impact of HRIS on Employee Satisfaction	50-51
4.17	Indicating contentment with the technical support provided for the HRIS platform	52-53
4.18	showing HRIS improvements and upgradations based on experience	54-55

LIST OF CHARTS

CHART NO	TITLE OF THE CHARTS	PAGE NO
4.1	Graph illustrates the gender distribution of the respondents.	33
4.2	Graph illustrates the age distribution of the respondents.	34
4.3	Graph illustrates the qualification of the respondents.	35
4.4	Graph illustrates the work experience levels of employees.	36
4.5	Graph illustrates the HRIS components that are most frequently utilized for daily tasks.	37
4.6	Graph illustrates HRIS Integration Enhances Data Sharing and Decision-making	38
4.7	Graph illustrates Effective Tracking of Employee Skills, Certifications, and Training through HRIS	39 -40
4.8	Graph represents significant Automation of Routine HR Tasks through HRIS	41
4.9	Graph represents Satisfaction with Security and Privacy Measures in HRIS for Employee Data	42
4.10	Graph represents Effectiveness of HRIS in Facilitating Communication Between HR and Employees	43
4.11	Graph represents Reduction in Administrative Tasks and Paperwork Due to HRIS	44
4.12	Graph represents Satisfaction with Overall Performance and Reliability of the HRIS Platform	46
4.13	The below graph represents Effectiveness of HRIS in Handling Employee Onboarding Processes	47
4.14	Graph represents Impact of HRIS on Employee Engagement	48-49
4.15	Graph represents Satisfaction with HRIS Customization and Flexibility	50-51
4.16	Graph represents contentment with the technical support provided for the HRIS platform	52-53
4.17	Graph HRIS improvements and upgradations based on experience	54-55

EXECUTIVE SUMMARY

The project report on **“A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT ON ORGANIZATIONAL EFFICIENCY WITH REFERENCE TO CEYONE MARKETING PVT LTD”** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration (MBA). This project includes industry profile, company profile, statement of the problem, objectives of the project, methodology, analysis and interpretation, findings, suggestion and conclusion.

Human Resource information system is important aspect of organization and Management. This project provides certain information regarding company which tools adopted relating to Human resource information system and how it is impact on organization efficiency. The study was conducted for the period of 6 weeks. The main objective of this study is to know the impact of human resource information system on organizational efficiency.

In the 1st chapter you will find the details Introduction about Indigo Blues Export Ltd, Vision & Mission, Promoters, SWOT Analysis, Infrastructure Facilities, Competitors, Future Growth and Prospective, Financial Statement.

In 2nd Chapter will find the detail information about conceptual back ground of the study and literature review.

The 3rd Chapter will explain about Statement of the Problem, Need for the Study, Objectives, Scope of the Study, Research Methodology, Hypotheses, Limitations, Chapter Scheme

In the 4th Chapter will find Analysis and interpretation on the data collected from the samples population choose from the Ceyone Marketing Pvt Ltd

The 5th Chapter is about the Findings, Suggestions and Conclusion of the Project.

Bibliography and Annexure are attached relating to the Project.