

PROJECT REPORT ON
“A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT
ON ORGANIZATIONAL EFFICIENCY”

Submitted by
Sindhu shiva Kharvi
4AL22BA103

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

Mr. Preetham

HR Admin

SCTPL, Bangalore



PG DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri

2022-2024



REF: SCTPL: HR: INT/2024-25
28th May 2024

To,
Ms.Sindhu Shiva Kharvi,
Student of Alva's Institute of Engineering & Technology (AIET)
Mangaluru-574225

Sub: Completion of internship with Switchgear and Control Technics Pvt. Ltd.

This is to certify that “Ms.Sindhu Shiva Kharvi” has successfully completed her internship with Switchgear and Control Technics Pvt. Ltd. from 19th April 2024 to 28th May 2024. The subject on which internship was carried out is on Human Resources.

Her internship was on Human Resources at Switchgear and Control Technics Pvt. Ltd. under the guidance of Mr. Preetham, Manager-HR & Admin. During the period of her internship with us, she was found to be punctual, hardworking, and inquisitive.

We take this opportunity to wish her a very bright and successful career ahead.

For Switchgear and Control Technics Pvt. Ltd,

Authorised Signatory

Harshith Shekar Shetty

Director & CFO



CIN No. U40109KA2004PTC033356
Plot No. 152, Bommasandra Industrial Area,
Hosur Road, Anekal Taluk,
Bengaluru-560 099, India.
Tel : +91-080-28023700 (30 Lines)
E-mail: info@switchgear.in
Website: www.switchgear.in

Switchgear and Control Technics Private Limited



ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @, Moodbidri)

Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Date: 09/09/2024

CERTIFICATE

This is to certify that **Sindhu Shiva Kharvi** bearing USN 4AL22BA103, 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, Belagavi. The Project report on "A Study on Human Resource Information System and its impact on organizational efficiency with reference to Switchgear and Control Technics Private Limited 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

Signature of Principal

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

HOD

PG Dept. of Business Administration

Alva's Institute of Engg. & Technology

Mijar - 574225

Viva - Voce Examination

Signature of Internal Examiner

(Name & Affiliation)

Signature of External Examiner

(Name & Affiliation)

Shobhavana Campus, Mijar, Moodbidri - 574225, Mangalore, Karnataka, India

☎ 08258-262724 (O), 262725 (P)

✉ principalaiet08@gmail.com

🌐 www.aiet.org.in

DECLARATION

I Ms, Sindhu Shiva Kharvi (4AL22BA103) hereby declare that the project report entitled "**A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT ON ORGANIZATIONAL EFFICIENCY**" prepared by me under the guideline of Mr. Johnson Fernandes, Assistant Professor, PG Departments of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri and external assistance by Mr. Preetham, HR Admin, Switchgear and Control Technics Private Limited BANGLORE.

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

I have undergone a summer 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: 10-09-2024

Place: Moodbidri



signature of the student

ACKNOWLEDGEMENT

With regard to the project work conducted on Switchgear and Control Technics 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 Mr. Preetham 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

Sindhu shiva Kharvi

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	1-14
2	Theoretical Background and Literature Review	15-25
3	Research Design: Statement of the problem Need for the study Objectives Research methodology Hypothesis Limitation Chapter scheme	26-31
4	Analysis And Interpretation	32-57
5	Findings, Suggestions and Conclusion	58-61
6	Bibliography	62-63
7	Annexure	64-70

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 qualification	35
4.4	Showing Classifications of Experience	36
4.5	Frequently Used HRIS Showing Modules for Daily Tasks	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
4.8	shows significant Automation of Routine HR Tasks through HRIS	40
4.9	showing Satisfaction with Security and Privacy Measures in HRIS for Employee Data	41
4.10	showing Effectiveness of HRIS in Facilitating Communication Between HR and Employees	42
4.11	showing reduction in Administrative Tasks and Paperwork Due to HRIS	43
4.12	showing satisfaction with Overall Performance and Reliability of the HRIS Platform	44
4.13	screening Efficacy of HRIS in Handling Employee Onboarding Processes	45
4.14	showing impact of HRIS on Employee Engagement	46
4.15	specifying Satisfaction with HRIS Customization and Flexibility	47
4.16	showing Improvement in Succession Planning and Talent Management through HRIS	48
4.17	displaying efficacy of HRIS in Supporting Remote and Mobile Access	49
4.18	showing Impact of HRIS on Reducing Time to Fill Vacant Position	50
4.19	Indicating contentment with the technical support provided for the HRIS platform	51
4.20	displaying impact of HRIS on Employee Satisfaction	52
4.21	showing HRIS Effectiveness in Managing Adherence to Local Employment Regulations	53

LIST OF CHARTS

CHART NO	TITTLE 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
4.8	Graph represents significant Automation of Routine HR Tasks through HRIS	40
4.9	Graph represents Satisfaction with Security and Privacy Measures in HRIS for Employee Data	41
4.10	Graph represents Effectiveness of HRIS in Facilitating Communication Between HR and Employees	42
4.11	Graph represents Reduction in Administrative Tasks and Paperwork Due to HRIS	43
4.12	Graph represents Satisfaction with Overall Performance and Reliability of the HRIS Platform	44
4.13	The below graph represents Effectiveness of HRIS in Handling Employee Onboarding Processes	45
4.14	Graph represents Impact of HRIS on Employee Engagement	46
4.15	Graph represents Satisfaction with HRIS Customization and Flexibility	47
4.16	Graph represents Improvement in Succession Planning and Talent Management through HRIS	48
4.17	Graph represents effectiveness of HRIS in Supporting Remote and Mobile Access	49
4.18	Graph represents Impact of HRIS on Reducing Time to Fill Vacant Positions	50
4.19	Graph illustrates the fulfilment technical support provided for the HRIS platform.	51
4.20	Graph represents Impact of HRIS on Employee Satisfaction	52
4.21	Graph represents HRIS Effectiveness in Managing Adherence to Local Employment Regulations	53

EXECUTIVE SUMMARY

The project report on “**A STUDY ON HUMAN RESOURCE INFORMATION SYSTEM AND ITS IMPACT ON ORGANIZATIONAL EFFICIENCY**” 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 klassik enterprises.

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

Bibliography and Annexure are attached relating to the Project.