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# INTRODUCTION

This paper is a HRIS Needs Analysis for Blue Sky Beverage Company. In it, a General Business assessment is done, Human Resources problems are identified, and a HRIS Needs Analysis is done on the production function that requires application of HRIS.

# BUSINESS ASSESSMENT

Blue Sky Beverage Company is a natural beverage manufacturing company. I must admit, I can’t go a day without one of the products this company manufactures. It is a subsidiary of the Monster Beverage Corporation and it started its operations in New Mexico. Currently, Blue Sky Beverage Company operates in more than five states. It offers a number of beverage lines such as tea soda brands, organic soda, and all natural soda. The company is headed by a CEO who is based in Mexico but the operations in the United States are controlled by the Regional Manager under who are the Regional Marketing Manager, Regional Financial Controller, Internal Audit Office, Information Technology Head, Marketing Manager, and Liaison Officer and many other structural components of management. The production department has about 500 employees with about 12 supervisors and production manager. All of these employees are managed under the Regional Human Resource Manager who is based in Corona, California.

# IDENTIFIED PROBLEMS

Considering the HR practice at Blue Sky Beverage Company, there are two challenges that are identified which can be eliminated if HRIS were put into use. This would increase efficiency in managing Human Resources.

First, under the production manager is a Liaison Supervisor whose role is to identify production personnel needs changes across various production functions. The liaison supervisor ensures that human resource shortfalls are fixed in time in the mixing, heating, and finishing sub-departmental functions. This looks like a good cause but the way he executes his duties can be improved with the use of HRIS. The liaison supervisor is responsible for writing to the regional manager who has to do circulars to all the stores and factories in the United States to raise the required skills (Blue Sky Corporation , 2016). This is often done through doing circulars to departmental heads and to sub-departmental heads. The problem with this approach is that it’s a long process. Implementing HRIS would only entail querying the system based on the desired skills and getting it. This would not only save the company of the lost production time but also render the office of the liaison supervisor unnecessary and the organization would operate more efficiently (Blue Sky Corporation , 2016).

Second, the employment tax computing takes much longer because the payroll manager does not have certain basic centralized information to guide the process. For instance, every month, the office of the payroll manager must seek employment information of staff from the various relevant departments. This is done through sending clerical staff to various departments to raise such information (Blue Sky Corporation , 2016). With HRIS, these clerical staffs would be done away with and the office of the payroll manager would get a desk view of all the human resource information needs (Maier, 2013).

# HRIS NEEDS ANALYSIS

Using HRIS would make the operations of the entire organization more efficient. For instance, the need to raise skills to take up tasks in the production department, the respective manager can easily notify the human resource manager (Radhakrishna, 2015). The HR manager, once notified can easily query the HRIS to see if the desired skills can be raised from within the organization or otherwise. This would eliminate the role of the liaison officer which would help cut on operational costs. HRIS would also help the organization to reduce time wastage on skills location and raising which can lead to lost production time. (Maier, 2013)

In the same manner, the payroll manager will operate more efficiently is likely to operate more efficiently if Blue Sky Beverage Company implemented HRIS. The individuals that work under the payroll manager would all be rendered redundant and they would be dropped and this would make payroll management more efficient. Apart from the elimination of the staff members, the payroll manager would save on time since all the queries relating to employment information would be got on-desk (Maier, 2013).

# CONCLUSION

Implementation of HRIS in an organization that helps the organization not only to become efficient but also to be more productive. HRIS consolidates all human resource information in one pool where they can be received as requested. This increases the speed of access for the HR management to increase the efficiency. It is not only important for the organization but also for all the users of human resource information. The users include the employees, government agencies such as tax authorities, and enforcers of legislations relating to employment, and trade unions (Maier, 2013). It’s important for employees like myself to be able to monitor their worked hours as recorded by the employer and fix it before the employer makes decision on information that may be faulty according to the employee. Also, the employee can get basis services such as getting pay slips and tax return forms from the HRIS. Therefore, it only makes sense that the implementation of HRIS is highly recommended for firms such as Blue Sky Beverage Company (Radhakrishna, 2015).

**References**

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