INTRODUCTION:

Human resources are viewed to be the company’s most valuable asset. Therefore sufficient management is fundamental, this paper borders on Human Resource Information System as displayed by United Commercial Bank. IT is believed to be important human resource management in contemporary companies. Financial institutions are owing to their sensitive traits to human resource management: with a careful selection of staffs, training, and performance measurement, meeting of legislative requirement and employee motivation for better results. In this paper, it has been given a general overview of HRIS and their application in United Commercial Bank. A survey has been done to look into current practices of Human Resource Information System usage in the banking industry. Area of interest that this paper will focus on will be; business assessment, HR challenges, and function analysis, HRIS needs analysis and finally the overall findings and recommendations for the organization’s next move.

BUSSINESS ASSESSMENT:

United Commercial Bank is a Bangladesh based financial firm that offers banking services. Those services are business and personal banking, credit cards, loans, money transfer services and online banking. The bank operates in Bangladesh with it’s headquarter in Dhaka. They also have 147 branches and approximately 3680 staffs working in different departments. The bank’s management is a combination of eminent and highly skilled bankers with diverse expertise and experiences. The goal of UCBL is to be the most decent bank with exemplary corporate culture. Since the beginning, the bank has placed equal emphasis on its four key areas of the process of development, HRM-acquisition, retention, and motivation. Various programs are carried on by the UCBL to put more emphasis on quality of Human Resource aims at increasing professional knowledge of staffs via training and development (Kavanagh, 2015).

IDENTIFIED PROBLEM:

Human resource titles come in different forms such as HR directors, coordinators, and another specialist. As a unit, Human resource performs the extensive list of personal duties at any company. Those functions are linked to employee relations and labor laws. In the list of Major functions of Human Resource Units are; Recruitment and selection, training development, employee benefits, compensation and evaluation, employee incentives, compliance, and termination.

The HR unit sets up at work and off-the-occupation preparing programs, so representatives get the learning they have to execute their obligations. HR gives assets, for example, workshops and courses, and authority is preparing to enhance director and representative relations to encourage worker improvement. HR serves as the association in the middle of representatives and directors. HR ventures in when administration can't resolve the debate in the working environment. HR must handle representative grievances in a reasonable and legitimate way.

Ordinary "preparing" is required to cover fundamental business related attitudes, strategies and information, and quite a bit of this area managers taking a positive dynamic way to deal with this kind of conventional 'preparing.' Vitally, in any case, the best approach to creating individuals is entirely unique about traditional attitudes preparing, which let's face honest representatives respect adversely. They'll do it obviously, yet they won't appreciate it much since it's about work, not about themselves as individuals. The best approach to creating individuals is rather to empower learning and self-awareness, with every one of this suggests.

Along these lines, when you've secured the fundamental business related abilities and preparing that is highly portrayed in this segment - concentrate. On empowering learning and advancement for individuals as people - which broadens the scope of improvement route outside customary work attitudes and information, and makes much all the more energizing, freeing, and motivational open doors - for individuals and bosses. Rightly associations are confronting incredible weight to change nowadays - to encourage and empower entire individual advancement and satisfaction - past conventional preparing.

HRIS NEEDS ANALYSIS

Practicing of HRIS at UCB draws an abrupt change for benefits for both employers and employees at the company; it is found that HRIS is squarely used in three different areas as training and development and recruitment and selection. Among different perspective of application of HRIS in the process of Human Resources Management has given a bigger percentage of training and development. The result of the responsibility of HRIS in saving time, the main challenge for the application of HRIS is the ability of HRIS to concentrate on Threat of unemployment, Nepotism and privacy problem. Practicing HRIS for all staffs UCB developed the web for all employees to acquire maximum technological support in Human Resource Management like online materials for banking practices and others of credit (Aswathappa, 2013).

CONCLUSION:

To serve employees satisfactorily, HRIS implementation was crucial to operating HR mandate, for instance, give promotion within the predetermined time frame, and transfer at the place. Automation can cut administrative cost; most of the applications are based on the general assumption that governmental activities should be propelled. Most of the companies are finding that the most crucial value of technology is the willingness to encourage new thinking that does away with the need for layers of administration. This type of the change is the one referred to as re-engineering in Human Resource Management.

 References

Aswathappa, K. (2013). *Human resource management: Text and cases.* New Delh: McGraw Hill Education.

Kavanagh, M. J. (2015). *Human resource information systems: Basics, applications, and future directions.*