

The Zegna Group

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The implementation of HRIS of Ermenegildo Zegna

Basic information
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Definition of HR: set of individuals who make up the workforce of an organization, business sector, or economy

HRIS is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. Normally packaged as a data base, hundreds of companies sell some form of HRIS and every HRIS has different capabilities



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Employee ID	Name	Department	Position	Status
1001	John Doe	HR	HR Manager	Active
1002	Jane Smith	Finance	Accountant	Active
1003	Mike Johnson	Marketing	Marketing Specialist	Active
1004	Sarah Lee	Operations	Operations Manager	Active
1005	David Kim	IT	IT Support	Active
1006	Emily White	HR	HR Assistant	Active
1007	Chris Brown	Finance	Finance Analyst	Active
1008	Alex Green	Marketing	Marketing Coordinator	Active
1009	Mia Black	Operations	Operations Supervisor	Active
1010	Noah Grey	IT	IT Administrator	Active

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Kavanagh et al. (2011) stated that HRIS functions interactively with human resources management systems such as human resource planning, staffing, training and career development, performance management, and compensation management. They further explained HRIS in a three-level continuum, namely electronic data processing (EDP), management information system (MIS), and decision support system (DSS). For easy reference, a comparison of these three levels of HRIS is presented in Table 1. (Kavanagh et al., 2011).



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The HR process works of the company

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Web-based HR

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HR Metrics and Workforce Analysis

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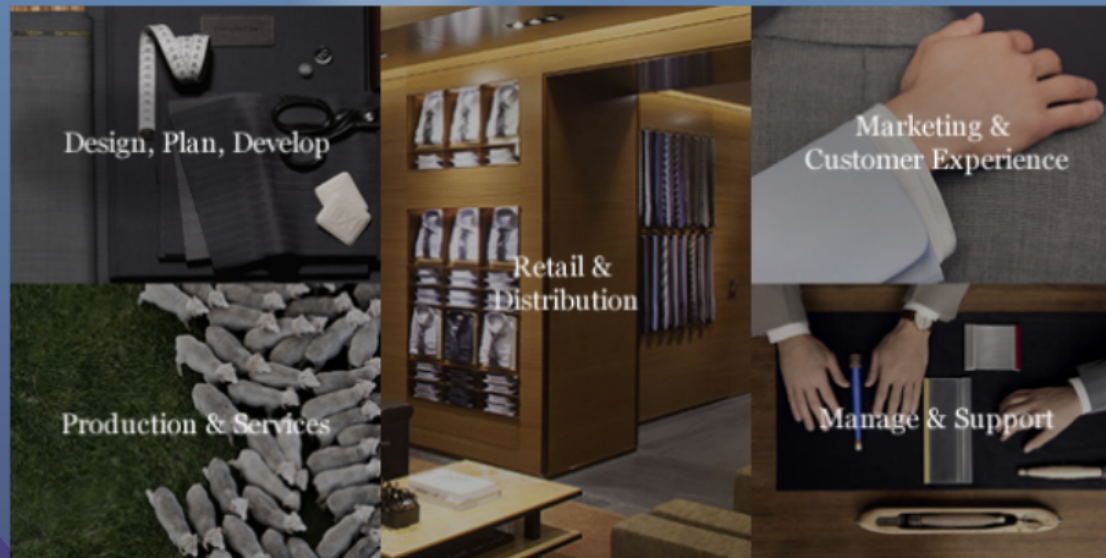
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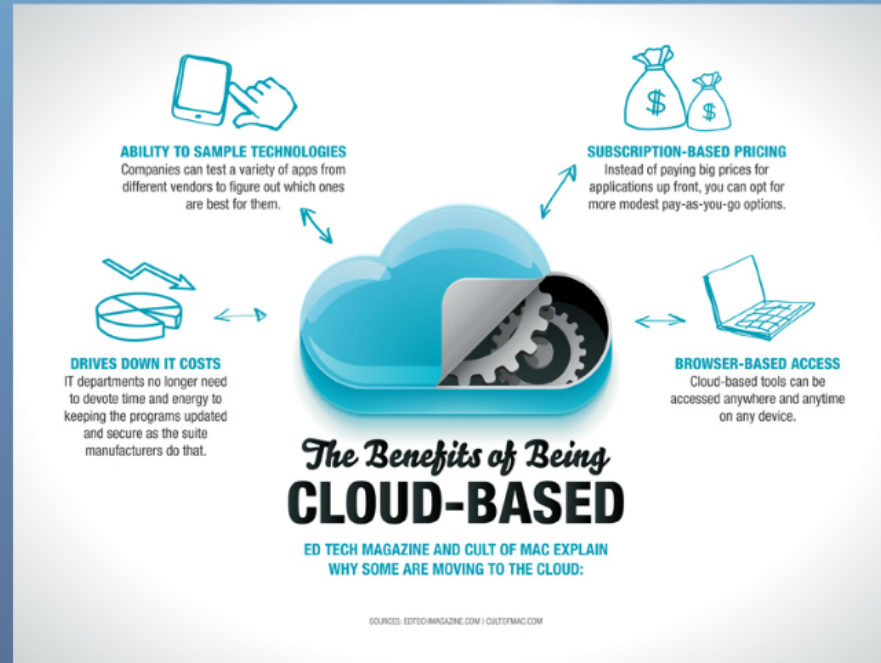
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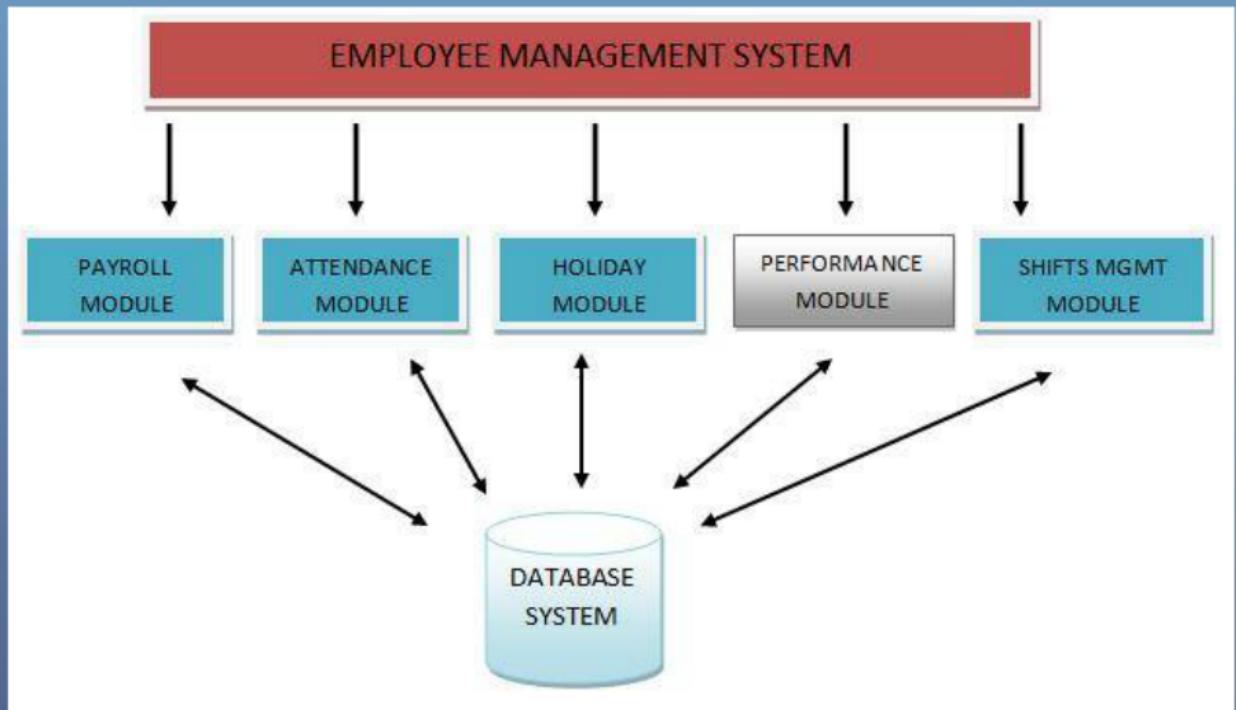
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Comparisons of the Three Levels of HRIS

Dimension	EDP	MIS	DSS
Target Users	Basic level operators	Middle managers	Top managers and executives
Focus	Data, files, storage, transaction processing, and reports	Information retrieval, Plan and analyze data against expected values, Integration	"What if" analysis through use of models, generation of decision alternatives
Characteristics	Basic personnel information	Inquiry capability, report-generation capability	Interactive for users
Examples	Payroll	Turnover reports, age and gender distribution, EEO compliance report	Human resource planning, compensation simulation

HRIS Modules by Level and by Function

Function\Level	EDP	MIS	DSS
Human resource planning	Skills inventory	Turnover analysis, Organizational charting	Succession planning, Work force dynamics analysis
Staffing	Basic employee information, Applicant tracking	Recruitment analysis, Selection analysis, Position analysis, Manpower structure analysis	Staffing simulation
Training and career development	Employee training data, Training courses Career profile	Training needs analysis, Training cost-benefit analysis, Promotion analysis	Career management simulation, Training evaluation and decisions
Performance management	Performance data	Performance appraisal analysis, Attitude survey, Attendance management analysis, Productivity analysis	Performance management simulation
Compensation management	Payroll, Health insurance Routine reports (e.g. income tax)	Personnel cost analysis Compensation structure analysis	Compensation management simulation