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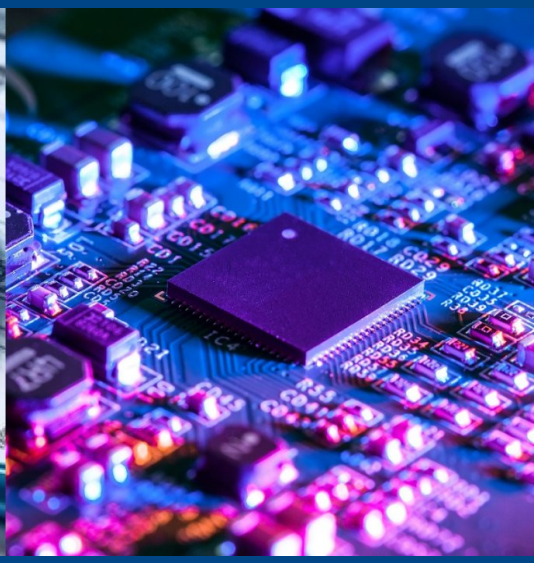

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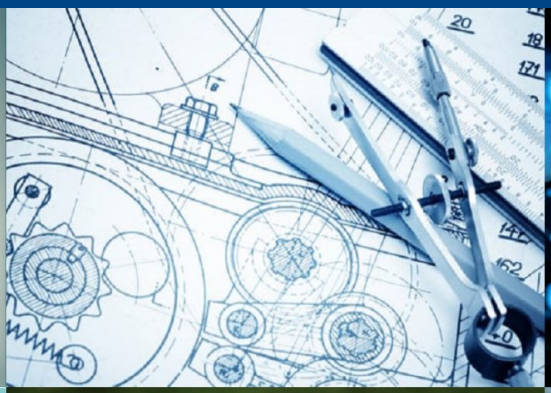

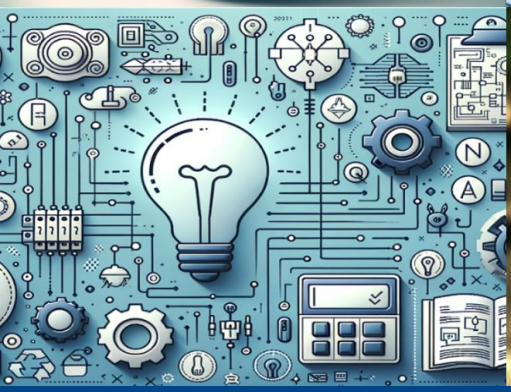

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A Study on Use of Database Management Studies in Human Resource Management in it Services Sector

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ABSTRACT: In the modern business environment, effective management of employee information is essential for organizational success. Database management systems play a crucial role in streamlining human resource functions by ensuring accurate and efficient handling of data. This study focuses on understanding how such systems support and enhance HR activities and decision-making processes. Another dimension of the research involves probing the extent of management support for the database management system. Lastly, the study seeks to understand the role of the database management system in facilitating informed decision-making processes within the organization. In this study, descriptive research was used. Convenience sampling is used in this study. In this study, data was collected from 120 employees. Primary data and secondary data have been used in the study. Simple Percentage, Correlation and chi-square analysis has been applied to reach the findings of the study. Findings reveal a positive correlation between user satisfaction and the system's interface design, emphasizing its impact on HR-related activities. It concluded that the research highlights the significant contribution of the database management system in supporting informed decision-making processes within the organization. The study underscores the efficient data accessibility within the database management system for prompt retrieval of essential HR information.

KEYWORDS: database management studies, human resource management, employees satisfaction, decision-making, data accessibility

I. INTRODUCTION

In any organization, the use of database management studies in human resource management is akin to implementing an intelligent and organized system to handle a myriad of employee-related activities. At its core, this study seeks to unravel the profound impact of employing database management systems on the intricate web of human resource functions within a workplace. It is not just about the technology; it is about understanding how this sophisticated system enhances the overall efficiency of HR processes. A crucial aspect under scrutiny is the user experience, examining whether the workforce finds the system's interface design user-friendly. Think of it as ensuring that the system, which is like a digital hub for all things HR, is easy for everyone to navigate and use. Additionally, the study delves into the efficiency of data accessibility, exploring how promptly essential HR information can be retrieved. This is fundamental for daily HR operations, ensuring swift decision-making based on accurate and up-to-date information. Beyond the technicalities, the research also directs attention towards the organizational support structures for database management systems in HR. Management endorsement is comparable to the backbone of the system – without it, the seamless integration and sustained utilization of these systems may encounter roadblocks. Moreover, the study investigates the role of the database management system in supporting informed decision-making processes within the

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organization. It seeks to understand how this system contributes strategically to the decision-making landscape, offering valuable insights for steering the organization in the right direction.

OBJECTIVES OF THE STUDY

- To evaluate the user satisfaction with the system's interface design with the database management system for HR-related activities.
- To understand the level of data accessibility in the database management systems to retrieve necessary HR information promptly
- To investigate the management support in the organisation for the database management
- To examine the role of the database management system to support informed decision-making processes within the organization
- To obtain suggestions from the respondents to enhance database management in HR management for the company

II. REVIEW OF LITERATURE

Abellán-Sevilla, A.-J. and Ortiz-de-Urbina-Criado, M. (2023), The aim of this study is to look at human resource management (HRM) from new perspectives: being smart and happy in the workplace. Some research questions are proposed: What do we know about smart human resources (smart HR)? What do we know about human resource analytics (HRA)? and how can future research on smart and happy HRM be oriented? A bibliometric technique is used to identify the main topics studied in smart HR and HRA. A logical reasoning is applied to propose future research models. For smart HR, the roadmap considers the approaches, practices and purposes. For HRA, the roadmap shows what're the perspectives HR processes, tools and its usefulness. Considering the context of Industry 5.0 and post pandemic era, a future research line for studying smart HRA for happy management is proposed.

Mayur Dange, Ashwini Bahadure (2022). Companies and organizations, large and small, usually have a huge army of people working under them. In such a scenario with a large number of personnel to manage, it becomes difficult to efficiently monitor and manage the activities of human resources. Such companies and organizations need sophisticated employee management systems that can handle everything related to their human resources. The purpose of this project is to set up an advanced employee management system that integrates all relevant information from the enterprise's human resources department. It has the main components of managers and employees.

Subaveerapandiyan A (2022). This comprehensive review article delves into the current landscape of research data management (RDM) practices and challenges faced by academic libraries across various regions. Utilizing a wide range of studies and data collected from different countries, this article aims to provide a comprehensive overview of the state of RDM services, the role of librarians, and the advancements in technology within academic libraries. The review explores the importance of RDM in supporting open science, data sharing, and reproducibility, while also shedding light on areas that require further development and improvement.

III. RESEARCH METHODOLOGY

This study adopts a descriptive research design. Convenience sampling is adopted in this study. Both primary data and secondary data are applied to the study. The size of the sample used in this study is 120 respondents.Simple percentage analysis, chi square analysis and correlation has been used in this study.

Data analysis and interpretation

Table No. 1 GENDER OF THE RESPONDENTS

Gender	Frequency	Percentage
Male	70	58.30%
Female	50	41.70%
Total	120	100%

Source: Primary data

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Interpretation: The table shows that 58.3% of the respondents are male, while 41.7% are female. Overall, the survey sample has a higher proportion of male participants compared to female participants, reflecting the gender composition of the respondents involved in the study.

Table No. 2 EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Educational Qualification	Frequency	Percentage
Upto HSC	20	16.70%
UG	55	45.80%
PG	35	29.20%
Diploma & Others	10	8.30%
Total	120	100%

Source: Primary data

Interpretation: The table indicates that 45.8% of respondents hold an undergraduate (UG) degree, 29.2% have completed postgraduate (PG) studies, 16.7% have education up to HSC, and 8.3% fall under diploma or other qualifications. Overall, the majority of respondents are well-educated, with a significant portion holding UG and PG degrees, which suggests a knowledgeable sample for evaluating Business Intelligence and operational efficiency.

Table No. 3 USER INTERFACE DESIGN

Statements	Highly Satisfied	Satisfied	Neither Satisfied nor Dissatisfied	Dissatisfied	Highly Dissatisfied	Total
The interface design of the database management system is intuitive and easy to navigate	35 (29.2%)	50 (41.7%)	18 (15%)	10 (8.3%)	7 (5.8%)	120 (100%)
I find it easy to locate the necessary functions and features within the database management system	33 (27.5%)	52 (43.3%)	20 (16.7%)	9 (7.5%)	6 (5%)	120 (100%)
The layout and organization of information in the system's interface are clear and understandable	36 (30%)	48 (40%)	19 (15.8%)	10 (8.3%)	7 (5.8%)	120 (100%)
The system's interface design contributes positively to my productivity when performing HR-related activities	34 (28.3%)	51 (42.5%)	18 (15%)	10 (8.3%)	7 (5.8%)	120 (100%)
The design elements of the database management system enhance my overall user experience	32 (26.7%)	50 (41.7%)	21 (17.5%)	10 (8.3%)	7 (5.8%)	120 (100%)

Source: Primary data

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Interpretation: Respondents reveal that 29.2% are highly satisfied and 41.7% are satisfied with the interface design of the database management system, while 15% are neutral, 8.3% dissatisfied, and 5.8% highly dissatisfied. Regarding the ease of locating necessary functions and features, 27.5% are highly satisfied and 43.3% satisfied, with 16.7% neutral, 7.5% dissatisfied, and 5% highly dissatisfied. For the clarity and organization of information, 30% are highly satisfied and 40% satisfied, while 15.8% are neutral, 8.3% dissatisfied, and 5.8% highly dissatisfied. In terms of productivity when performing HR-related activities, 28.3% are highly satisfied and 42.5% satisfied, with 15% neutral, 8.3% dissatisfied, and 5.8% highly dissatisfied. Finally, 26.7% are highly satisfied and 41.7% satisfied that the design elements enhance overall user experience, while 17.5% are neutral, 8.3% dissatisfied, and 5.8% highly dissatisfied.

Table No. 4 DATA ACCESSIBILITY

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
I feel confident in the accuracy and completeness of the HR information stored in the database management system	36 (30%)	50 (41.7%)	18 (15%)	9 (7.5%)	7 (5.8%)	120 (100%)
The search functionality in the system allows me to quickly find specific HR data or records	34 (28.3%)	52 (43.3%)	20 (16.7%)	8 (6.7%)	6 (5%)	120 (100%)
I encounter minimal delays or obstacles when retrieving HR information from the database system	33 (27.5%)	51 (42.5%)	21 (17.5%)	9 (7.5%)	6 (5%)	120 (100%)
The database management system provides adequate options for filtering and sorting HR data to facilitate quick access	35 (29.2%)	50 (41.7%)	19 (15.8%)	9 (7.5%)	7 (5.8%)	120 (100%)
The system's accessibility features (e.g., mobile access, remote access) contribute to my ability to retrieve HR information promptly	32 (26.7%)	51 (42.5%)	21 (17.5%)	10 (8.3%)	6 (5%)	120 (100%)

Source: Primary data

Interpretation: Respondents reveal that 30% strongly agree and 41.7% agree that they feel confident in the accuracy and completeness of HR information stored in the database management system, while 15% are neutral, 7.5% disagree, and 5.8% strongly disagree. Regarding the search functionality, 28.3% strongly agree and 43.3% agree that it allows them to quickly find specific HR data or records, with 16.7% neutral, 6.7% disagree, and 5% strongly disagree. For retrieving HR information with minimal delays, 27.5% strongly agree and 42.5% agree, while 17.5% are neutral, 7.5% disagree, and 5% strongly disagree. In terms of filtering and sorting options to facilitate quick access, 29.2% strongly agree and 41.7% agree, with 15.8% neutral, 7.5% disagree, and 5.8% strongly disagree. Finally, 26.7% strongly agree and 42.5% agree that accessibility features like mobile and remote access support prompt retrieval of HR information, while 17.5% remain neutral, 8.3% disagree, and 5% strongly disagree.

IV. CHI SQUARE ANALYSIS: RELATION BETWEEN THE GENDER OF THE RESPONDENTS AND USER INTERFACE DESIGN

Null hypothesis (H0): There is no significance relation between the gender of the respondents and user interface design.

Alternative hypothesis (H1): There is some significance relation between the gender of the respondents and user interface design.

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Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percentage	N	Percentage	N	Percentage
GENDER OF THE RESPONDENTS * USER INTERFACE DESIGN	120	100.0%	0	.0%	120	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.134[a]	15	.000
Likelihood Ratio	55.204	15	.000
Linear-by-Linear Association	25.751	1	.000
N of Valid Cases	120		
a. 25 cells (78.1%) have expected count less than 5. The minimum expected count is .33.			

INTERPRETATION: As per the above table, it is inferred that the P value is 0.000; it is not significant to 5% (0.05) significant level. The minimum expected count is 0.33. Thus alternative hypothesis is accepted and it is found that there is some significant relationship between the gender of the respondents and user interface design.

V. CORRELATION ANALYSIS: RELATIONSHIP BETWEEN THE EDUCATIONAL QUALIFICATION OF THE RESPONDENTS AND DATA ACCESSIBILITY

Null hypothesis (H0): There is no significance relation between educational qualification of the respondents and data accessibility.
Alternative hypothesis (H1): There is some significance relation between educational qualification of the respondents and data accessibility.

Correlations			
		EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	DATA ACCESSIBILITY
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Pearson Correlation	1	.624**
	Sig. (2-tailed)		0
	N	120	120
DATA ACCESSIBILITY	Pearson Correlation	.624**	1
	Sig. (2-tailed)	0	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION: The above table indicates that, co-efficient of correlation between the educational qualification of the respondents and data accessibility is 0.624. It is below 1. So there is positive relationship between the educational qualification of the respondents and data accessibility.

VI. SUGGESTIONS

- The company must concentrate on improving the interface design in order to provide user-friendly navigation top priority.

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- The company needs to make sure that the layout is updated for better understanding and clarity.
- The company has to invest in interface improvements is required to increase HR work productivity.
- It's critical for the company to optimize search capabilities to provide faster access to HR data.
- Resolving any technical problems is essential to reducing information retrieval delays for the company.
- To speed up the retrieval of data, it is advisable to consider expanding the choices for filtering and sorting.
- Sufficient resource allocation is necessary for the company for continuous maintenance and enhancements.
- Priority should be given to creating a feedback loop to collect information for system improvements.
- The organisation ought to concentrate on improving its reporting and analytics capabilities in order to obtain more profound insights.
- It's critical to support decision-makers in using the system as a reliable source for HR information.
- It is essential to use data analysis to find strategic HR trends and patterns.
- The company must encourage the use of the system's features to foster collaboration and information exchange

VII. CONCLUSION

The study on the application of database management systems in HRM concludes by highlighting a number of important discoveries. It is determined by evaluating interface design, system functionality, management support, and user experience that these factors must be optimized in order to maximize the efficiency of HR jobs. In order to increase user productivity and pleasure, the study emphasizes the significance of clear information organisation and intuitive interface design. Moreover, it is crucial for management to play a role in offering direction, support, and resources for system usage. It is clear that making investments in employee feedback, training and support programmes, and enough funding for system maintenance are essential to guaranteeing the system's continued performance

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