

Title	Adoption and Implementation of Human Resource Information System in a Private Higher Education Institution of City of Santiago
Author/s	Ramonsito B. Adducul, Winston G. Domingo, Viridi C. Gonzales

ABSTRACT

The Human Resources Information System (HRIS) is a computer-based system that enables human resources managers to compile, arrange, store, update, and retrieve the data needed to handle employee records. A technique for HR managers to maximize the performance of HR department management as well as the productivity of the entire company's employees. The Cagayan Valley Computer and Information Technology College (CVCITC), a higher education institution in the City of Santiago, needs a computer-based information system to address the increasing volume of data on its human resources in order to manage the demand for reports to be produced. It aimed at examining the current structure and processes of CVCITC's human resource information, creation of computer-based HRIS, and evaluate its user's acceptability. A software development tool has been used for the design of HRIS, and an agile model was used to directing system creation. The descriptive method was also employed for explaining the framework and evaluating its outcomes. The ISO 9126 software quality features survey questionnaire was used to evaluate the quality of the system in terms of its accessibility, reliability, usability, efficiency, sustainability, portability, and legal enforcement. The results of the evaluation show that, as perceived by users, the application system was very widely accepted. This implies that the adoption of this application would enhance the current management of HR and would serve as an additional technology in trying to improve most processes of the institution.

Keywords: Agile Methodology, Application Development, Human Resource Information System, Information Management, Private Higher Education Institution