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(17) An HRIS is a systematic procedure for collecting, storing, maintaining, retrieving and validating the data needed by an organization for its human resources, personnel activities and organization unit characteristics. (18) HRISs can also provide the management with a decision-making tool rather than merely a robust database.

**Information Technology in Human Resource ... - Questia**

Ulrich, in a celebrated article, talked of the need for HR personnel to play 4 roles in organizations: strategic partner, change agent, administrative expert and employee champion.

**What is HR-personnells educational background and competence?**

The role of HRM has changed altogether from a traditional (popularly called personnel management) to a strategic one. Most medium and large scale organisations spend large amounts of money and reserves on HR software, but unfortunately many of them utilise it only for HR administrative purposes rather than for effective and efficient human resource planning (true HRP).

**Human Resource Information Systems (HRIS) in HR Planning ...**

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**Economy - Wikipedia**

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