

To cite this paper:

Linetsky, N.; Masalova, Y. (2023) Problems of human resource management systems' implementation and application. *Human Progress*. 9 (1): 10. URL: http://progress-human.com/images/2023/Tom9_1/Linetsky.pdf. DOI 10.34709/IM.191.10. EDN JMXFQQ.

PROBLEMS OF HUMAN RESOURCE MANAGEMENT SYSTEMS' IMPLEMENTATION AND APPLICATION

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Abstract. The article is devoted to the problems of human resource management systems implementing at Russian enterprises. The human resource information system' definitions of personnel management information systems (HRIS) and the possibility of their use in the practical activities are analyzed. The scientific publications' analysis has shown that foreign studies show the high efficiency demonstrated by companies that actively implement HR analytics; while for many Russian organizations the possibility of using data on human resources in order to improve the management decisions quality is not obvious. Experts note the lack of analytical competencies among HR specialists. The article systematizes the problems of using HR analytics in Russian companies, including the fragmented automation use, which does not allow to solve the problems of managing the organization's human resources comprehensively and for a long-term. The article also identified the risks of using analytical software in the HR departments. It is concluded that it is necessary to move to more mature automation processes based on integrated information HR systems with a single-entry point and on a uniform digital platform, as well as to develop and create intelligent HR systems in the future that will allow implementing strategic tasks based on predictive analytics.

Keywords: analytics; human resource information system; software; human resources; digitalization.

JEL codes: M12; M54.

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