

вателей, систематически балансирующих между учебно-методической, научно-исследовательской и воспитательной деятельностью, демонстрируя активность, инициативность, нравственность и лояльность к вузу.

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HUMAN RESOURCES INFORMATION SYSTEM: A DETERMINANT OF MODERN EDUCATIONAL SYSTEM

The education system is “more than a school system, it is a socio-cultural system and is as such a sub-system of the sociocultural milieu” [1; p. 31], it is a universal institution, with schools firmly established in the way of life of people, a universal and a unique entity, a reflection of the society in which it exists. The education system is created by people to answer the educational needs of people and the main aim of the educational system is, according to provide effective teaching for the target group.

The educational system (a part of the economic system) growth lies not

only with its wealth in physical resources, but also with its human resource wealth, both the numbers level of skills of the human factor [2; p. 24]. Human resources (HR) constitute the main pillar of any education system. HR is defined as the entire amount of knowledge, competences and motivations put across by individuals that facilitate the creation of personal, social and economic welfare, represents “the stock of human economic productive capacities”, and implies the use of people or the human factor, their skills, and their capabilities to work and produce, that is, the utilization of people or the human factor in economic growth and development. The term also implies human capital, which is “the productive investments embodied in human persons [3; p.589].

Human resources in modern education system include but are not limited to leaders, managers, teachers, instructors, lecturers, professors, associates, administrative and academic staff. And as [4; p. 2] says, “in the modern and highly developed communities of the twentieth century education has become a complex, comprehensive and highly specialized training as well as acquisition of knowledge in a highly differentiated and scientific manner”. Hence, an extensive system of supporting services is necessary to assist human resources in the provision of education and the achievement of proper educative teaching.

Support services can be divided into two categories; services to learners and services to educators, teachers and lecturers. To [5; p. 33], support services for the educator, teacher and lecturer have to deal with educator’s personal problems and occupational skills, drawing up curricula , dealing with the provision of skilled or professional knowledge.

Support service are internal determinants of the educational system that have a qualifying influence on the structure and functioning on it, it can either restrict or are beneficial to the efficiency of that particular education system. And as The effectiveness of an education system depend on the quality of its human resources and how they are trained, recruited, rewarded, motivated, and supported. This could be achieved through effective human resources management and deployment of human resources information systems that serves the best utilization of human resources potential.

Human resources management is fundamental to all management activity [6]. This is much the case regardless of the type of organization; government, business, education, health, recreation, or social action. It is defined as the part of the organization that is concerned with the people dimension, a strategic and target oriented composition, regulation and development of all areas that affect human resources in an institution.

The aim of HRM is to recruiting capable and committed people, managing and rewarding their performance and developing key competencies [7; p. 32], to maximize employee's contributions and effectiveness, and simultaneously attaining individual and societal objectives. While information technology affects Human Resource (HR) practices, the following part will reveal the overall benefits of HRIS to HR professionals in education systems.

Human Resources Information system (HRIS) is a technology-based system used to acquire, store, manipulate, analyze, retrieve, and distribute pertinent information regarding an organization's human resources [8], validating data needed by organization about its human resources, personnel activities, and organization unit characteristics. It merges HR activities and processes with the information technology field and comprising of databases, computer applications, hardware and software necessary to support human resources function.

HRIS is not limited to the computer hardware and software applications, it also includes the people, policies, procedures, and data required to manage the HR function. With HRIS, HR tasks are further automated. According to HRIS leads to profound changes in the nature of professional work by reducing routine work whilst also allowing greater information responsiveness to clients and affording greater autonomy with respect to information handling, and increases in information sharing between top and bottom level managers. By automating basic HR transactions, companies have empowered employees to engage in self-service and freed their HR to deal with more strategic and value-added issues.

HRIS also help HR professionals perform their job roles more effectively and to support strategic decision-making. It contributes to sustained competitive advantage through facilitating the development of competencies that are firm specific, produce complex social relationships are embedded in a firm's history and culture, and generate tacit organizational knowledge' [9].

Human resources information system supports planning, administration, decision-making, and control. The system supports applications such as employee selection and placement, payroll, pension and benefits management, training, career-path, equity monitoring, and productivity evaluation, increases administrative efficiency and produce reports capable of improving decision-making.

Among the education system stakeholders'; HR professionals, managers in functional areas, and employees needs are met through HRIS. It provides a number of benefits not only to the HR function, but also line managers, and the wider systems, and allows HR function to become more efficient and to provide better information for decision making.

According to [10], as one of the strategic partners, the HR manager derives benefit from HRIS; to disseminate and execute the strategy within the organization. HR professionals can also act as a competency manager by arranging the right people to the right positions in the right time with their new strategic architecture role [11].

Modern education system operates as a normal type of organizations that is a group of people working together in a coordinated fashion to achieve common goals. Thus, the deployment of HRIS gains modern education system the same benefits as any other organization. Its common benefits include; improved accuracy, the provision of timely and quick access to information, and the saving of costs. Listed several administrative and strategic advantages to using HRIS, Similarly, consider that HRIS might lead to a sustained competitive advantage, contribute to cost reductions, quality/customer satisfaction, and innovation, enable, faster decision making, development, planning, and administration of HR.

HRIS provides Education system management with strategic data not only in recruitment and retention strategies, but also in merging HRIS data into large-scale education system strategy. The data collected from HRIS provides management with decision-making tool, and provides a wide range of usage from simple spread sheets to complex calculations performed easily. It enables the education system human resources to respond more quickly to changes, and enables an assimilation of policies and procedures used to manage the education system human capital.

Concluded that HRIS enables the modern education system planning labor requirements. This include, resource specifications, long range planning, forecasting supply and demand of administrative and academic staff, applicant qualification, training programs, costs analysis, salary, contract type, and other related issues. Other education system human resources processes such as recruiting, selecting, performance appraising, training and orientation, career development, occupational health and safety, and compensation and benefits are also supported by HRIS.

According to [12], the HRIS provides the education systems with the ability to conduct virtual interviews, background checks, and personnel tests on-line have dramatically changed those processes, increasing the geographic reach human resources. On the other hand, academicians could rely on the HRIS's capabilities for skill testing, assessment and development, résumé processing [13].

The HRIS helps the education system manage human resources orientation by providing new staff with quick basic background information about curricula, and facilitates Socialization process by initialing the prevailing

attitudes, standards, values, and patterns of behavior that are expected by the education system human resources.

On the other hand, Training as a major effort of the modern education system is developed through the use of HRIS. It creates a powerful tool to upgrade and assess human skill through web-based training [10], Facilitates training, supports e-learning, simulations of situations, flexible learning times, trainers' active participation, and the development of control mechanisms that ensure training effectiveness.

One of the most important objectives of the modern education system is to make human capital aware of personal career related attributes and the lifelong series of activities that contribute to their career fulfillment. The HRIS enables such systems to locate, plan and develop administrative and academic staff careers, in addition, it promotes performance appraisal procedures that involves setting work standards, assessing staff's actual performance relative to these standards, providing feedback, motivating and eliminate performance deficiencies [14].

Simultaneously, education system professionals rely on the HRIS in fulfilling job functions such as; regulatory reporting and compliance, compensation analysis, payroll, pension and other benefits [14] and in completing more transactions with fewer fixed resources such as; payroll, flexible benefits administration, and pension and health benefits processing [10].

Occupational health and safety process, an essential requirement of the modern education system are promoted via HRIS. The human resources information system increases protection procedures, health and safety guidelines' exposure and minimizes work-related accidents and illnesses.

Through the proper HR management, modern education systems are able to perform human capital investment, and add value to its human resources. Consequently, HRIS is seen to facilitate the provision of quality information to education system management for informed decision-making. It supports the provision of executive reports and summaries for senior management and is crucial for learning education system that sees their human resources as a major competitive advantage. HRIS is therefore, a medium that helps HR professionals in education systems to perform their job roles more effectively.

In sum, the human resources information system (HRIS) should be employed not only as administrative and / or academic tool in modern education systems, but also as a strategic one that aligns and satisfy the needs of the education system and its stakeholders in order to be successful.

HRIS is an effective and efficient catalyst for integrating human resource and information technology to ensure competitiveness among modern education systems.

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