A STUDY ON MANAGING GLOBAL HUMAN RESOURCES AND ITS STAFFING POLICY BASED ON ITS MODULES

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ABSTRACT

As a Company grows, relying on manual HR systems to manage activities like worldwide safety, benefits administration, payroll and succession planning become unwidely. More firms are therefore automating and integrating their HR systems into human resource information systems (HRIS). Thus HRIS is defined as interrelated components working together to collect, process, store and disseminate information to support decision making, coordination, control, analysis and visualization of an organisation's human resource management activities.

Integrating and updating a firm's HR systems, particularly in a global firm, makes using an Internet based HRIS especially is more beneficial. This Internet based system that include human resource and benefits administration, applicant tracking and resume scanning, training administration and succession planning and development. With this HRIS, managers at any firm's locations around the world can access and update the reports. And the firm's home office managers can monitor global HR activities on a real-time basis.

KEY WORDS: Human Resource, Components, Modules, Activities etc.,