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THE PROJECT OF INFORMATION SUPPORT IN THE SYSTEM OF HR MANAGEMENT IMPROVEMENT DEVELOPED FOR THE ENTERPRISE

Actuality of research. Operation in the current economic environment requires from a company to improve business performance by creating effective system of HR management that ensures feather development of HR. That's why the studies of theoretical, methodological and practical problems of information technologies' implementation and improvement of organizational and economic forms of information technologies management in the system of HR management are important.

The purpose of the work is the substantiation of information systems' effectiveness in the process of HR system's improving to promote its effectiveness and simplify the current accounting of labor characteristics.

Analysis of recent researches and publications. When reviewing the processes related to the involvement of information technologies in management activities, it can be concluded that the question of information systems and technologies implementation in the accounting and analytical support of management is extremely important in recent economic conditions so many scientists did and do researches in that field of study. The theoretical aspects of the problem are reflected in the works of such foreign scientists as Meyor T., Stikula I., Cobern A. Many Ukrainian scientists including Bondar V., Bogach A., Hovyadkin I., Kovalchuk T., Lysak V., Lyamova G., Novak V., Safonov N., Symonenko Y., Tomaszewskiy O., Fadeev I., Chumachenko M., Yanchuk R. dedicated their researchers to theoretical and practical aspects of information support in the system HR management. However, today application tools and methodical base of information systems' automation in HR management is developed not sufficiently. Therefore further study of this issue is necessary taking into account the rapid development of information technologies.

Presentation of primary material. After analyzing software used in the system of HR management that is represented in Ukraine, it should be noted that currently there is no product that is clearly structured and systematized by subsystems of HR.

Therefore, to organize the information support of HR processes effectively the company should choose such information system of HR management that is consistent with its current priorities. We have developed the general project of suitable information system of HR implementation. The following actions are

expected to be done according to the project: evaluation of current management system effectiveness; accumulation and systematization of information which is needed to automate HR management system; substantiation of HR management areas that require automation; marketing research of information systems' supply on the market; the choice of the suitable software product to provide effective maintenance and support of HR system; testing of the selected HR information system for compliance and adequacy of management objectives and its estimation by the direct users; the economic substantiation of advisability to set the selected information system of HR management.

This project was implemented in the business practice of "Status" company, which provides services in the field of security activity. The advisability of information technologies and software's usage in the company is defined by the need to improve the current system of HR management. Initially, the project was designed for 36 days with a budget of 1108 grn. But as a result of optimization, due to the need to accelerate the project, its duration reduced to 23 days with a budget of 1460 grn., needed for the project. Six employees are involved in the process of its implementation. The value of this project is defined by the fact that the modeling outcomes may be used in the business practice of any company that wants to improve the information support of HR system.

Conclusions. Thus, when implementing the information technologies into the HR management system it is necessary to analyze intently not only the information product by itself, but also to evaluate the expediency of its implementation, to analyze the various factors of operating environment and only then to make relevant informed decision.

The implementation of an effective HR information system provides constant improvement of staff management methods and efficiency of HR management in general.

References:

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