The Impact of Human Resources Information Systems on Improving Human Resources Performance in an Organization

أثر نظم معلومات الموارد البشرية على تحسين أداء المورد البشري بالمنظمة

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Abstract:

The importance of the topic lies in the fact that it addresses the issue of the performance of the human resource and how to detect poor performance and work to improve it. The human resource in the organization is the pillar on which all its activities are based. Therefore, it receives special and exceptional efforts from the human resource management in the organization starting from polarization and selection to training, development and motivation in order for this human resource to be a resource that adopts the objectives of the organization and strives with all strength to achieve them.

This study aims to highlight the pivotal value of the human resource in the organization and the need to work on its good selection, training, empowerment and development continuously.

Key words: human resource, performance, motivation, training.

Introduction:

Today, our world knows a technological revolution in all fields that has contributed to the development of countries and societies in various fields. Perhaps the most important field that has invested in modern technologies is human resources in general and its management within the organization in particular.

The importance of the topic lies in the fact that it addresses the issue of the performance of the human resource and how to detect poor performance and work to improve it. The human resource in the organization is the pillar on which all its activities are based. Therefore, it receives special and exceptional efforts from the human resource management in the organization starting from polarization and selection to training, development and motivation in order for this human resource to be a resource that adopts the objectives of the organization and strives with all strength to achieve them. This will only happen through the evaluation process accompanied by direct communication with it, in order to give it a sense of value and belonging to the organization and give it loyalty, seriousness, perseverance, creativity and innovation in accomplishing business and achieving the general objectives of the organization.

This study aims to highlight the pivotal value of the human resource in the organization and the need to work on its good selection, training, empowerment and development continuously. The study also emphasizes the importance of the stages that it goes through in the organization and the need to pay attention to each stage in order to preserve and maintain the human resource. This study aims to know how to employ human resources information systems in detecting performance errors and how to work to address them.

Today's organizations have been able to engage strongly in human resources information systems in

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order to manage, and develop them, and have begun to employ them in all human resources operations as they provide the necessary information about the human resource since entering the organization to leave it, as well as facilitate the professional path of this resource and work to quickly discover the imbalance in the performance of the organization and address it with the information systems provided by analyzes, data, information and statistics on the performance of the human resource, in order to be exploited by the management of the human resource to address poor performance in the organization.

For all of the above, the following question can be asked: To what extent do HR information systems contribute to detecting performance errors and contributing effectively to addressing them?

This question is followed by a set of sub-questions, which are:

- What are human resources information systems?
- What is human resources management? What is Performance?
- What is the relationship of human resources information systems with human resources management?

To answer this problem, the following hypotheses can be developed:

- Human resources information systems contribute to improving the performance of human resources in the organization when there are objective conditions for the application and activation of these systems in the organization.
- The better Human Resources Management (HRM) is at mastering modern technology and Human Resources Information Systems (HRIS) the more effectively it can translate that capability into managing the human capital.
- Human resources information systems help in the detection and treatment of performance errors and problems.

To study this topic, we used the descriptive approach in order to describe and explain the various processes carried out by the Human Resources Department, analyze the causes of poor performance, and show and describe how to employ human resources information systems in improving the performance of the organization.

This study was divided into the following axes:

First axis: Human Resources Information System: general concepts.
The second axis: Human resources management: concept, importance and functions.
The third axis: Improving performance and its relationship with human resources information systems.

First section: human resources:

In this axis, we address the following points:

First: the definition of information systems.
Second: Definition of Human Resources Information Systems.
Third: The Importance of a Human Resources Management Information System.
Fourth: Components of Human Resources Information Systems.
Fifth: Objectives of the Human Resources Information System.
Sixth: Parts of Human Resources Information Systems.
Seventh: Effectiveness of the Human Resources Information System.
Eighth: Arrangement of the Human Resources Information System.

First: Definition of Information Systems:

Information expresses facts about a specific topic, and aims to increase man's knowledge of an issue, thing or topic. Man obtains information through study, questioning and communication with others and achieves a cognitive value for man[1].

Information is also defined as the knowledge a person obtains in order to remove uncertainty about an issue.

Second: Definition of Human Resources Information Systems.

The Human Resources Information System is defined as: procedures related to functions and competencies that give quality in information to this system, so that it gives new functions for strategic management, individual and collective management, management of competencies, and assistance in making administrative decisions.

It is also defined as: "A set of components that work regularly and effectively, including collecting, storing, analyzing, processing and retrieving data and information related to human resources, managing and preparing them for the beneficiaries of managers and decision makers to help them make decisions in the field of human resources planning, attracting, recruiting, training and evaluating their performance efficiently and effectively"[2].

The Human Resources Information System is also known as: "A system designed to carry out the function of human resources management and mainly seek to provide information to managers to make decisions related to the effectiveness and efficiency of the use of the human element and raise the level of its performance in achieving the objectives of the institution"[3].

Through the above definitions, the Human Resources Management Information System expresses actions that achieving quality of information that helps in the management of the human resource, by collecting, storing, processing and making available information to decision makers in the field of human resources management, in order to raise the efficiency and performance of the human resource and achieve the objectives of the organization.

Third: The importance of the Human Resources Management Information System:

The importance of the Human Resources Management Information System is as follows:

- Providing the necessary information to the Human Resources Management and reducing its arrival time, and allowing sufficient time for employees to carry out other tasks that positively affect the Human Resources Management.
- Supporting other administrative systems by providing information that helps the work of other systems and providing an information system for the organization[4].
- Human resources management helps in updating the strategy and plans of the organization.
- The Human Resources Information System (HRIS) helps HR managers by collecting job information from employees in order to make strategic decisions for employees.
- The Human Resources Information System contributes to the process of recruiting human resources: by providing accurate information about the status of the organization's human resources (census, number of available financial positions, number of vacant positions) with the identification of vacant positions and the skills and conditions they require, and helps in determining the type of employment and determining the types and criteria for selecting employees[5].
- The human resources information system contributes to the training process: through the analysis and description of jobs and the development of reports on the performance of employees (available skills, knowledge, performance levels and levels of weakness)[6].
- The Human Resources Information System helps in the management of the professional path of human resources: by providing information electronically to the Human Resources management of the organization related to the present and future of the career path of the human resource since the appointment to the retirement referral and determine the movement of its path horizontally and vertically as approved by the public administration in this regard[7].

- The Human Resources Information System contributes to performance evaluation: by linking the evaluation process to the characteristics and specifications of the job, developing information on the strengths and weaknesses in the performance and skills of employees, working to address weaknesses and find solutions to performance problems through the development of an evaluation mechanism based on providing information on differences between individuals during performance compared to the specified standards. This helps the organization's leadership and human resources management in making appropriate decisions and actions to improve performance[8].

Fourth: Human Resources Information System components:

A Human Resources Information System (HRIS) is composed of the following components:

- Inputs: The inputs of the Human Resources Information System relate to data related to employees, jobs, administrative data and market data as well.
- Processing: It is carried out by working on, auditing, storing, analyzing and interpreting existing data.

Outputs: Information about employees, jobs, human resources planning, the recruitment process, and the situation of workers now and in the future[9].

- Feedback: It is the information that reflects the progress of the system and the extent to which this corresponds to what is planned.
- Control: that is, controlling the operations of the system as planned and identifying and pointing to the defect in the system or in the employment of the data entered into the system.
- Memory: It is the place where the inputs and outputs of the system (the system memory) are stored[10], so that the system remains continuously operational.

Fifth: Human Resources Information System objectives

- Assisting in the development of the strategy and plans of the organization.
- Develop mechanisms to predict the needs of the organization in terms of human resources.
- Establishing mechanisms for the career path and for the promotion of employees in the organization.
- Evaluating the procedures, processes and human resources programs of the organization.
- Preparing reports related to the human resource management process in the organization.
- Control the daily activities of the human resource in the institution (attendance, absence, constructive initiatives...etc)[11].

sixth: Human Resources Information Systems Parts.

The parts of the HRIS consist of a set of elements:

- Physical elements: The physical elements are represented in electronic devices and equipment, which are the infrastructure necessary for the operation and management of the system (computer and its accessories, energy and other accessories.)
- Software elements: They are components that include software systems that are used in human resources information systems.
- Human resources: It means individuals working on human resources information systems and those with experience and specialization in them.
- Databases: It is the collection of information and files in which information related to management is arranged and stored daily for management.
- Telecommunications networks: These networks allow connecting computers related to the system to the source of the human resources information system[12].

Seventh: Human Resources Information System Effectiveness.

Human Resources Information System Effectiveness is related to the extent to which it contributes to achieving the objectives of the organization and to providing the decision-maker with accurate and timely

information that helps him make critical decisions.

The most important criteria for evaluating the effectiveness of the HR system can be presented as follows:

- Individual performance of the beneficiary: This criterion links the human resources system, its relationship and its impact on individual performance in decision-making, especially since the human resources information system aims to provide accurate, real and timely information, which gives accuracy in the decision taken and facilitates the completion of work[13].

This effectiveness can be learned from the behavior of decision makers or by asking them about the feasibility of using the human resources information system and the extent to which it is relied upon in the conduct of the human resources management process and the extent to which it contributes to solving the problems facing this process[14].

- Satisfaction of the beneficiary of the system service: This evaluation of the system is shown through the daily recruitment of this system and the information obtained by the human resource to help him perform his executive or leadership tasks and the quality and adequacy of this information to accomplish these tasks[15].

- Use of the system: The use of this system continuously in human resources management reflects its ability to meet the need of human resources for information that helps in the completion of business and taking continents, the higher the use of this system, the more this indicates its importance in the organization, and its effectiveness in contributing to the achievement of its various goals[16].

- Eighth: Arrangement of the Human Resources Information System:

The human resources system requires a planned organization of tables, data and documents. This organization allows us to:

- Avoid duplicating data that affect the outputs of the human resources information system.
- Inventory and coordination of information and highlighting and neutralizing contradictory information.
- Appropriateness of the information in order to make the appropriate decision.

The analysis of the HRIS requires two aspects of this system:

1- Practical system:

The information that is of interest to human resources and improving their performance is found in several areas, the most important of which can be mentioned in the following:

- Management of equipment and human resources: Here, it is about placing the user in the appropriate work based on his qualification and practical skills. This field is usually related to the recruitment process, the follow-up of equipment, the daily management of human resources, the search for their capabilities, and pushing them to appear and pay constant attention to the professional path of users.
- Controlling the social climate: This field requires the leader of the organization to discover cases of user behavior within the organization, as sociological research has proven that automated work on knowing the reactions of workers has failed, and therefore the management of individuals seeks to overcome this dilemma by focusing on the process of communication and social dialogue.

In this regard, it was found that the decision-making process in organization knows several problems, as the flow of Information through the communications network may be inaccurate and its flow may be wrong, and therefore it is difficult for organizations to overcome their problems because the information has arrived, but it is unclear and confusing and does not help in decision-making in the organization, and this is expressed in the communication process by confusing the content of the message[17].

- Estimating efficiency and investing in training: It is certain that human resources are the axis on which the efficiency of the organization and improving its performance is based. This efficiency is highlighted

through the profits and additional funds it makes, and the efficiency of the human resource is achieved by continuing the process of training and development. Therefore, the organization needs a human resource whose efficiency is constantly renewed in order to achieve effectiveness in performance.

- Control of wage costs and social costs: This process helps to know the amount of wage mass taken by the labor in the organization and to develop a specific policy for wages, and this requires the development of independent accounting and financial information related to users.

2- Analytical System:

Certainly, decisions related to the above-mentioned areas are not taken at the same administrative level. Paying workers' salaries is not like evaluating performance and estimating the return of workers or setting incentive systems for them. These processes require different administrative levels.

There are three administrative levels to build an HR information system, namely: the strategic level, which is the top level of management and the center for making basic decisions related to the long-term management of human resources from the census, organization of work and production, and motivating workers by updating the reward system. Then comes the intermediate level, which relates to tactical and operational decisions related to the conduct of the recruitment process and the development of mechanisms to monitor performance. There is the executive level, which relates to the completion of tasks at the lower levels and follow-up of everything related to the human resource at this level.

The second axis: Human resources management: concept, importance and functions.

In this axis, we address the following points:

First: The concept of human resources management.

Second: The importance of human resources management.

Third: The functions of human resources management.

First: The concept of human resources management.

Human resources are the most important capital in the organization, and their management requires advanced knowledge, and technology. They are the main driver of the administrative and productive process in the organization, and thus human resources management can respond to the requirements of the multiple environments and its effects on the human resource of the organization [18]

The Human Resources management has been defined as" "that function in the organization that is concerned with providing it with resources, this includes planning the manpower needs, searching for them, then employing them, training them, compensating them, and finally dispensing with them"[19]

It is also defined as: " It is the activity by which individuals are obtained for the organization in the appropriate quantity and type in a way that serves the purposes of the organization and makes them exert as much of their energy and efforts as possible to make it successful in achieving its objectives"[20]

Human resources management is also defined as: an administrative function concerned with all policies and applications of human elements within the organization, which aims to achieve the objectives of the organization, its members and society, and this is done through a set of activities and programs for analyzing the functions of the institution and then planning, attracting, selecting, training, evaluating, motivating and developing human resources effectively"[21].

Therefore, human resources management is a pivotal administrative activity in the organization that focuses on bringing the human resource that the it needs in quantity and quality, as well as on selecting, planning, training, developing, motivating and developing the human resource in order to achieve its objectives.

Second: The importance of human resources management.

The importance of human resources to the organization is highlighted by the lack of pivotal roles played

by the supplier human resources in the organization, which is the most important element in providing organization with basic factors in the production process, namely:
- Searching for the best way to diagnose organizational effectiveness, brain through measuring the efficiency of performance, absenteeism and turnover at work and everything that helps in exploiting the reactions of subordinates in order to correct errors.
- Providing advice to technicians and technicians, assisting in policies and their implementation, contributing to solving human resources problems and facing the challenges faced by the organization.
- Achieving the objectives set by the Foundation through training, motivation and development in order to perform business and enable workers to achieve privileges and desires in line with the objectives of the overall objectives of the organization [22].

Nowadays, the human resource has come to be seen as an intellectual ability, a power to propose and a source of head of creativity, and takes the initiative to prove himself and achieve ambition through the initiative to achieve and develop capabilities, and he can perform his tasks ably if he is chosen well and trained and develop his abilities and give him the work that suits his inclinations and ambition without the need for permanent control of his performance, and the human resources can significantly boost their creativity when part of a team where members share responsibility and work collaboratively to achieve set goals[23].

Third: The functions of human resources management.

Human Resources Management performs critical functions within the organization, particularly as it relates to the human resources of the organization. These functions include the following:
- Human resources planning: Human resources planning is done from controlling the human resource census and knowing the real need of the organization from it immediately and independently, both qualitatively and quantitatively, based on an accurate diagnosis of the reality of work in the organization and an accurate description of jobs in it[24].
- Job analysis and design: This job is important as it relates to collecting information about work and making a judgment about it, and it is also concerned with its relationship to the job and its specifications.
- Job analysis includes two main activities: job description and related to the duties and responsibilities of work and the relationship of the job with other jobs. Job specifications are related to the scientific qualifications, skills, experience and abilities of the job holder[25].
- Attracting and selecting employees: It is a strategic process in the organization, as it requires a special skill in the human resources management of the organization, in order to bring new individuals to it who provides the necessary addition to it, and where the strategy of recruitment in the organization aims to search for a human resource with the competencies, competencies, experiences and skills that the institution needs[26]. As for the selection process, it comes after this important process, which brings the largest number of applicants for the job, which provides the institution with multiple alternatives for selecting the desired employees after examination and analysis of the information of all applicants for the advertised jobs, where at the end of the selection of scientifically qualified individuals with proven experience that corresponds to the specifications of the advertised job in the institution[27]
- Performance appraisal: The philosophy of performance appraisal aims to know the imbalances and strengths in the performance of the human resource in the organization, which is the process that results in making decisions related to the career of the human resource in the organization, whether to keep it, transfer it, terminate its tasks, motivate it by promotion and increase in pay, or train and guide it through training programs to develop its skills[28].

The third axis: Improving performance and its relationship with human resources information systems.

In this axis, we address the following points:
First: the concept of performance improvement.
Second: The importance of improving performance.
Third: Causes of poor performance.
Fourth: Approaches to improving performance.
Fifth: Human Resources Information System and Performance Improvement Process.
Sixth: Factors that limit the effectiveness of the human resources information system.

First: the concept of performance improvement.

Performance improvement suggests that there is a problem in performance that requires a solution, and this requires work with the aim of finding a solution or reducing it[29].

Performance improvement has been defined as taking actions and carrying out actions through which the errors and deviations detected by the evaluation process are corrected[30].

Performance was also defined on the other, as it was considered as the development of programs to train human resources and develop their capabilities. This is done under the responsibility of the Human Resources management with the aim of addressing the performance negatives that emerged during the performance evaluation process[31].

From the above, it appears that performance improvement is a process that comes after considering the work done by the human resource in the organization and issuing evaluations about it. If a problem arises at the performance level, human resource management accelerates to address and correct the errors and imbalances that have emerged in line with the recommendations of the evaluators. If the recommendations focus on motivating and increasing wages, the correction is financial, and if it is related to the lack of understanding of the human resource of what the job assigned to him requires, the correction is to develop training programs and initiate the training process, and if it is related to the relations between the working individuals and the organizational culture of it, the correction focuses on the communication process within the organization and paying more attention to the public relations function within it and so on.

Second: The importance of improving performance.

Improving performance benefits the organization and the human resource and the need for it is a common necessity. Therefore, organizations seek permanent work to improve performance. In return, interaction occurs from the human resource with the performance improvement programs and mechanisms approved by the human resources management. Therefore, its importance is highlighted, which is due to the following points:

- The organization and the human resource benefit from it together.
-Through it, it contributes to the development of plans and procedures to serve the general objectives of the organization.
- Practical treatment of performance errors in order to reach the set goals.
- Develop efficient and effective leadership of human resources and provide the necessary requirements to achieve this.
- Continuous follow-up of the performance of the human resource and the changes that occur to it serve the institution[32].

The importance of improving performance is also highlighted in that it helps to raise the organizational effectiveness of the organization and thus work on the sustainability of its activity, and sometimes the

improvement in performance is accompanied by an increase in financial grants and moral encouragement, and a sense of job security is achieved and the increase in the production of the institution is achieved[33].

Third: Causes of poor performance.

Poor performance in the organization is due to several reasons, the most important of which are the following:

- Inability to perform the activity.
- Absence of a real desire to perform the activity.
- Lack of knowledge of how the activity is performed[34].

The discovery of this state of performance belongs to the human resources management system in the organization, and this makes it obligatory to develop the necessary treatment for these cases. Each case needs a special treatment program based on competent frameworks that master communication skills and work to involve individuals who are able to complete this correction and treatment process in order to achieve the objectives of the human resource and the organization alike. Therefore, those interested in the study of human resources sought to search for mechanisms and entrances that help the human resources management in improving performance.

Fourth: Approaches to improving performance.

Human resources theorists have worked hard to find specific ways to contribute to improving the performance of human resources in institutions, and they have developed a set of approaches, the most important of which are as follows:

A- Approach to improving human resources: This entry confirms that the human resource is the cause of poor performance in the organization and thus work to correct imbalances by following the following:

- Work on the strength side of individuals: by paying attention to the positive aspects of individuals and working to improve more positive behavior.
- Concerns with the required performance: This element means the interest of the organization in the performance of the human resource that achieves the objectives set for it, and work to contain the human resource and make its desires and ambitions consistent with the objectives of the organization.
- Making the objectives of the organization consistent with the objectives of its human resource: This issue is important to the organization and its human resource, so that the contradiction and conflict between the objectives of the two parties are addressed and this makes the human resource strive to achieve its objectives seriously and effectively and thus contributes to the achievement of the objectives of the organization as well, and the belief of the human resource that the organization is the responsibility of everyone prevails.

B- Job Improvement Entry: This entry is important in improving the performance of workers, as it emphasizes the need for proportionality between the job specifications and the efficiency of the human resource who occupies it in order to perform his role to the fullest in the organization. In order to embody this entry, the following must be followed:

- Setting the necessary tasks to be performed in order to achieve the objectives of the organization.
- Putting into service the appropriate resource to perform these job tasks.
- Designing jobs to suit the achievement of objectives.
- The need to focus on flexible work procedures that allow the human resource to exchange tasks and functions in the organization so that this resource feels his value and the size of its role in his organization.
- Giving the human resource exceptional tasks in the organization through which he discovers his skill and is trained to adapt to all job tasks in the organization.

C- Introduction to improving the business climate: This introduction focuses on the working conditions

during the performance of tasks in the organization, such as the relations between the boss and the subordinate, work procedures, the degree of simplicity and complexity in them, safety during performance or not, work tools, and the general psychological situation prevailing among the human resources in the institution[35].

Improving the business climate of the organization requires a set of necessary elements, the most important of which are:

- The need for effective leadership: HR leadership must be characterized by wisdom, courage, flexibility, ability to direct, influence, commitment to honesty and dedication to work and unite the efforts of the institution and its human resource in order to achieve the objectives of the organization.
- Giving the human resource the necessary powers and responsibility: Holding the human resource the necessary powers to exercise the tasks and giving it the appropriate authority and the need for this resource to implement all the powers entrusted to it.
- Development and training of human resources: The process of development and training of human resources works to provide the necessary knowledge in order to perform its tasks, develop its ideas and fostering creativity, and to ensure that it enables it to perform its tasks ably[36].

Fifth: Human Resources Information System and Performance Improvement Process:

The performance improvement process goes through a set of stages, which we mention in the following:

- Determining the problem that results in poor performance accurately.
- Searching for the real cause of the problem.
- Adjusting the reality of performance and what is actually happening.
- How to imagine what will happen in the future.
- Identifying and estimating the consequences of poor performance.
- The outcome of the set of causes of the problem and the development of appropriate possible solutions.
- Developing a precise action plan in order to address problems and improve performance[37].

The Human Resources Information System plays an important role in the process of improving performance, as it is employed in all human resources management functions. This recruitment facilitates the process of detecting performance errors and helps the human resource to develop the appropriate treatment. The impact of resource information systems on improving performance can be illustrated by the following:

1- Human Resources Information System and the Recruitment Process: The Human Resources Information System is a subsystem that helps in the recruitment process. These systems are as follows:

A- Employment Information System: The employment information system contains:

- Recruitment information system: This system contributes to determining the number of vacant positions in the organization, naming and describing them and the specifications they require for the occupant.
- Job Applicant Information System: This system contributes to the development of a database for everyone who applied for a job to the organization, and keeps it in organization to exploit it when needed.
- Selection information system: This system includes mechanisms for selecting employees, including interviews and tests for those intending to be employed in the organization, their dates, conditions and results. Thus, information systems facilitate the selection of employees through the accurate processing of employment applications and accurately counting vacant positions in the organization [38].

This information, when reviewed and updated, helps the Human Resources Department to know the value, efficiency and experience of its human resource, and this helps it when developing programs to train and develop the human resource in order to address the imbalance in performance whose causes are

knowledge and skillful technology.

2- Human Resources Information System and Human Resources Planning Process:

Managing the human resource from recruitment to retirement is the most important administrative process in the organization, as employee files are often classified by job, gender, and by the training and skill level of employees. This helps in studying employee cases (promotion, transfer, resignation, retirement), and also helps in predicting the need for employment or dispensing with it.

Human resources planning provides the organization with the following information about its human resource:

- The number of recent appointments in the organization and the number of promotions and transfers of the human resource.
- The number of employees that the organization needs in the future.
- Number of employees who will leave the organization in the future[39].

The Human Resources Information System helps to develop plans for the human resource and avoid human resource management Automatic and random work in the management of the most important human capital in the organization, by relying on computers and various programs related to statistics and data analysis, which helps in making realistic predictions for the management of the human resource in the institution. This planned management of the human resource makes the process of detecting performance errors easy and employs all possibilities in developing the necessary treatment.

3- Human Resources Information Systems and Human Resource Development:

This system provides information on the process of training employees (the number of trainees, their skill conditions, the content of training programs and the various costs of the process). This system also includes information on the necessary activities for training that are urgent by the organization. The information of this system contributes to making critical decisions in the organization, including:

- Determining the organization's need for the training process.
- Evaluating the outputs of the training process based on the objectives identified.
- Knowing the number of employees eligible for promotion in the grade or position and the number of those who are transferred.
- Determining the content of training programs and training groups in order to achieve the purpose of the training process[40].

The amount and value of information provided by the Human Resource Information System helps the human resources management in selecting individuals who need to develop and provide the requirements for that, and this helps in the permanent accompaniment of the human resource and its continuous development, and this positively affects the improvement of performance.

4- Human Resources Information Systems and Career Path:

One of the fruits of modern technology is that it is used to accurately evaluate the human resource of the organization by developing a computerized system that monitors the course of development of the performance of workers during their career path. On the basis of this, decisions related to promotion, motivation and support are made. It also helps to know the number of individuals who need training, and the number of individuals who can be dispensed with[41].

Human resources information systems facilitate the process of tracking the various stages that the employee has made during his career path from the information bank stored about them in computers, and also provide sufficient information about the course of his development and career progression, thus facilitating the evaluation of this path. This helps the human resources management to know the true status of its human resource and conduct an objective evaluation of performance, which avoids the organization's

problems of poor performance.

5- Human Resources Information System and Wages:

This system helps the human resources management to develop applications related to wages and the reward system, specifically, by:

- Preparing wages and bonuses.
- Classifying jobs and setting the appropriate wages for them.
- Knowing the wages of the Foundation's employees and comparing them with the wages of the employees of other competing organizations.
- Determine the increase in salaries as a result of promotions, incentives and bonuses.

The computer and its programs have facilitated the process of preparing salary scales quickly and accurately, and the information system also contributes to the accuracy and speed of the performance evaluation process, which helps to achieve justice in the process of determining bonuses and determining salaries[42]. This positively affects the performance of the human resource and the timely arrival of grants and bonuses becomes a factor that affects the psychological and material stability of the worker and motivates him to improve his performance.

6- Human Resources, Safety and Security Information System:

The information system provides a database on the risks that may result from the performance of some tasks in the organization and the high-risk resources that are used in the completion of some work and that negatively affect the health of workers. These data can be consulted to avoid the occurrence of risks and protect workers from them. This helps the supplier to maintain occupational safety and makes his focus on the good performance of his tasks and paying more attention to them.

7- Human Resources Information and Human Resources Relations System:

The application of modern technologies in human resources management has contributed to making the relationships between working individuals interactive quickly and surpassing the difficulties of time, space, culture and scientific level, as well as helping to intensify the links between work groups, highlighting informal groups and creating an interactive movement between the members of the organization resulting in a strength of cohesion and cohesion[43].

This gives strength, permanence and high competitiveness to the organization and makes its human resource improve its performance constantly from frequent communication with work colleagues, exchange of experiences and discussion of difficulties facing the completion of tasks, and this is provided and facilitated by the human resources information system of the organization.

Sixth: Factors that limit the effectiveness of human resource information system (HRIS).

According to (Walker), there are ten factors that hinder the construction and operation of the HR information system, and they necessarily affect the delay in detecting problems and errors in the performance of the organization. These obstacles are:

- Failure to specify the objectives of the human resources information System with the necessary accuracy.
- The failure of the human resources management to contribute effectively to the development and construction of system information.
- Lack of integration and harmony between the subsystems of the human resources information system.
- The frequent entanglement in the relations of the regime leads to a multiplicity of reports, data and statistical tables.
- Lack of interest and lack of support for the system by the leadership of the organization.
- Relying on committees to develop and follow up the system.
- The use of high and complex technology in the system complicates the task of human resources

management staff from exploiting it.
- Lack of interest in the process of designing human resources organization.
- Resistance to change by workers to this system for fear of losing their jobs.
- Failure to study and estimate the cost of the regime's auxiliary programs with great accuracy and Interest[44].

Conclusion

Through this study, it was found that the human resource is the center and engine of the administrative and productive process in the organization and that its overall strategy is based on it.

Therefore, a dedicated human resource department was established to the human resource that takes care of this resource from recruitment to leaving the organization, as it is keen to follow up and accompany it and take care of its needs that relate to the completion of its tasks at work.

Human resources information systems have contributed to enabling the organization to properly manage, train and develop its human resources due to the data, information and statistics it provides about this resource, thus making the human resources department of the organization in a state of ascertainment in order to make appropriate decisions about employees and related to the various cases known to the human resource in the organization.

The most important service provided by the human resources information systems to the organization is the information it provides about workers in their various professional stages in order to employ them in improving their performance. It helps in detecting errors and performance problems and provides updated data and information in order to address errors and address those problems.

Therefore, the hypothesis can be confirmed and answered that the human resources information systems contribute significantly to detecting performance errors and addressing them effectively if the conditions of adequate funding, systematic training, planned development, follow-up and daily accompaniment of the human resource in the organization.

Accordingly, the following can be concluded:

1- The human resource is a real capital of the organization and cannot be dispensed with no matter what happens.

2- Human resource management is of paramount importance in the organization, and requires distinguished leadership.

3- Human resources information systems achieve the purpose of their presence in the organization if they meet their objective conditions.

4- Human resources information systems help human resources management to detect performance errors and problems.

5- Human resources information systems affect the improvement of performance through the information they provide on the qualifications and capabilities of the human resource and on the progress of its performance in the organization.

For all of the above, the following recommendations must be made:

1- The human resource must be placed at the top of the organization's priorities in order to achieve its immediate and future goals.

2- The human resource capable of using the human resources information system must be selected in order to contribute to giving added value to the organization.

3- The requirements for the success of human resources information systems must be set in order to contribute to the good management of human resources and improve their performance.

4- A special budget and interest must be set for the human resources information systems of the

organization in order to enable it to perform its tasks.
5- The need to develop a strategy in the organization that links the effectiveness of human resources information systems and performance improvement.
6- The need for a leadership of the human resource that believes in change, development and employment of modern technologies in the management of the human resource in the institution.

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