Abstract

Technology alignment helps organizations to do things better by supporting or shaping competitive strategies. Above all, it must have an impact on organizational performance. Technology has been instrumental in transforming the field of Human Resources in delivery, support and management of HR processes in an effective and efficient way. As companies begin to compete in the challenging business environment of the new millennium, success lies in the functioning of effective Human Resource Information System. The objective of the work presented in this paper was to review human resource management practices from a business process perspective and to align it with technology. The paper first demonstrates the requirement analysis of HRIS irrespective of the industry it belongs to. It then proceeds to demonstrate the design considerations of an effective HRIS along with the concept of process mapping of five of the major modules (Illustrating Input-Output – Key Performance Indicators of the processes associated with each of these five modules) in today's global scenario. The paper concludes with the value added services, the risks associated with HRIS and its alignment with technology.
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**Index Terms**

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