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# **SCIENCE FOUNDATIONS OF MODERN SCIENCE AND PRACTICE**

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## **MODERN HUMAN RESOURCES MANAGEMENT INFORMATION SYSTEMS**

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In any business, the team is the most important company fund. Effective teamwork is vital to business success, and employee motivation is a major component of effective work.

One of the main elements of the effective company work is the HR processes digitalization, namely, investment in the right HR systems to increase the productivity of HR managers and automate routine tasks.

This is the transformation of interaction between employees within the processes framework in the company using modern HR-platforms [1]:

- tracking the adaptation processes, development and professional growth of employees, experience transfer to new team members, motivation and reward for completing tasks;
- management and calculation of vacations and sick leave;
- HR tools integration with job search portals and messengers;
- detailed analytical reports;
- cost savings due to the automation of processes to improve the company's image and etc.

Personnel accounting today, even if it is mandatory, is just one of the many components of activities in the field of personnel management. The agenda includes issues of motivation, career planning for employees, formation of a personnel reserve, training and staff development, etc. The information systems functionality is changing accordingly.

With the information system introduction, personnel management processes will not become more efficient by themselves. In order to get the expected effect from the implementation, the system must exactly correspond to the tasks of the HR-processes operating in the company.

This can be achieved only if to execute the next method (Fig. 1).

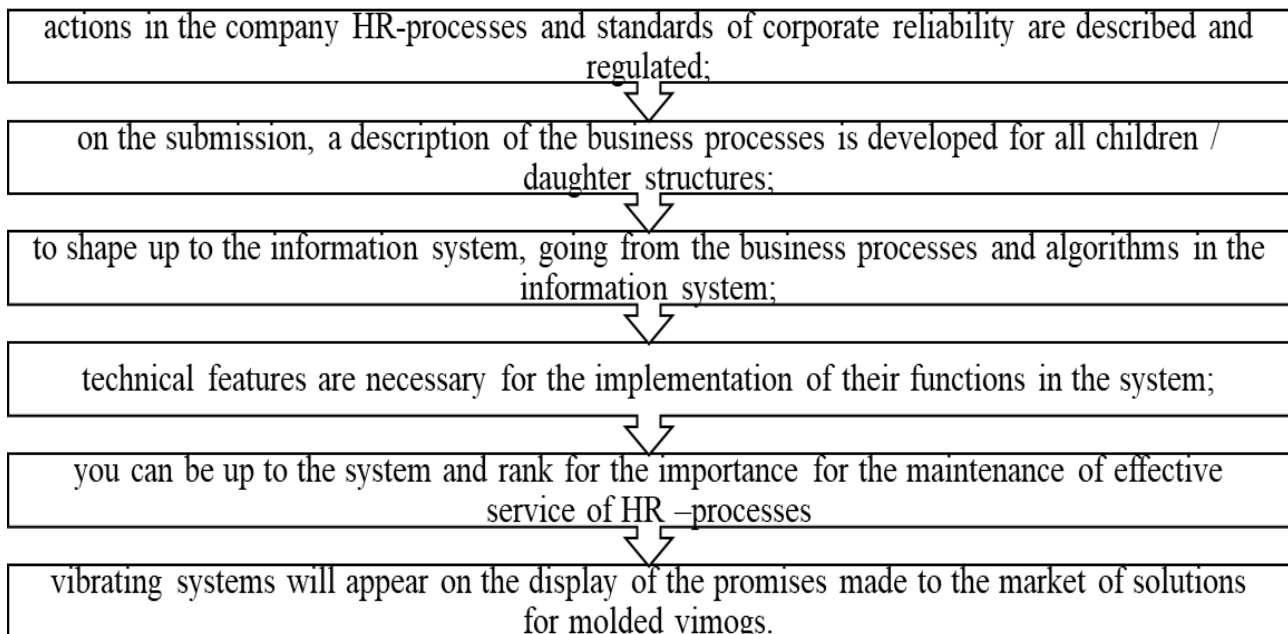


Figure 1. Prerequisites for the information system creation

There are different systems for automating HR processes.

Zoho People is an information system where the HR manager can record important details immediately in the interface, without unnecessary details. The system provides the following functions: employee portal, self-service portal, organizational structure, checklists for business processes, etc.

BambooHR is software for HR managers in small and medium businesses. Includes a wide range of services for staff management and recruiting processes and can be supplemented with payroll accounting tools.

Workable is an online system for managing recruiting processes. The solution combines an Applicant Tracking System (ATS) and a recruiting platform with a massive search engine geared towards finding relevant resumes on the internet and job search sites.

Hurma System is a comprehensive solution for HR, recruiting and OKR in one system. From the first contact with a candidate, going through all the stages of the recruiting funnel to transferring him to employees, onboarding, adaptation, maintenance and even mood monitoring.

Conclusions. Automation allows you to reduce the amount of routine tasks, putting them on stream, and shift the focus to higher-level tasks, such as increasing team loyalty, motivation and productivity, onboarding new employees, developing corporate culture, and etc.

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