



## **Republic Polytechnic and Singapore Human Resources Institute study adoption of HR Information Systems amongst Singapore companies**

***Survey shows that while firms in Singapore see benefits of using information systems in their HR operations, the majority are yet to adopt such technology***

**Singapore, 24 July 2013** – Republic Polytechnic (RP) and the Singapore Human Resources Institute (SHRI) held the inaugural 2013 Public Forum on HR Information Systems on 19 July 2013. At the event, findings from a survey conducted by RP and SHRI on how HR divisions in companies harness information technology to stay competitive on a regional and international scale, were shared.

The survey looked at trends of adoption, satisfaction with existing systems, the role Human Resources Information Systems (HRIS) plays in strategic human resources planning, and the issues surrounding these areas.

The survey revealed that larger companies are more likely to use HRIS, however, less than 50% of companies, regardless of size, currently use HRIS for strategic human resources operations. This leaves HR operations such as learning & development, performance management and career development largely within manual systems. This is despite the survey showing that strategic HR management was most wanted by HR practitioners to be improved. The main motivation behind implementing HRIS was to cut down on paper work and time spent managing operational HR functions to focus more on strategic HR tasks.

The study found that 79% of respondents felt that HRIS systems were too costly to implement, and 58% did not know about government subsidies aimed at reducing these costs.

The survey also revealed that HR practitioners using fully integrated HRIS had the highest satisfaction rate amongst their peers.

For the survey, a sample size of 240 individuals from 200 companies in Singapore across an even mix of SMEs and MNCs were selected.

“HR information systems support organisations’ drive to increase their efficiency and productivity through better human capital and developmental management for their employees. Through the effective use of such technology, HR managers can focus more of their attention on people relations and strategic matters, helping their organisations achieve greater efficiencies and raise productivity. SHRI aims to provide such useful information to the HR fraternity, enabling them to effectively contribute to the national agenda of higher productivity, creating better workplaces for employees and ultimately building an economically strong Singapore,” said Mr Erman Tan, President, SHRI.

Announced at the forum, Republic Polytechnic will be offering a new Diploma of Human Resource Management with Psychology. The Diploma will aim to grow a community of HR practitioners in Singapore with the capability to support, execute and align HR functions and practices in a multi-cultural workplace.



“Human Resources Information Systems plays a key role in helping the HR industry transform through innovation and technology. For Singapore to remain competitive, managing and developing the workforce in a more efficient and effective manner is a priority. The findings from the survey conducted by SHRI and RP, as well as the training provided to the students through our new diploma programme, will help to guide the industry in the right direction,” said Mr Seto Lok Yin, Deputy Principal, Industry Services, Republic Polytechnic.

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### **About Republic Polytechnic**

The first educational institution in Singapore to leverage Problem-Based Learning approach for all its diploma programmes, Republic Polytechnic (RP) has six schools and two academic centres offering thirty-seven diplomas in Infocomm, Engineering, Applied Science, Technology for the Arts, Sports, Health & Leisure, Events and Hospitality, Enterprise, and Communication.

Republic Polytechnic is committed to nurturing innovation and entrepreneurial learning in an environment that develops problem-solving skills and lifelong learning opportunities. Its holistic, broad-based curriculum, covering culture, enterprise development and cognitive processes, prepares students for an active and meaningful role in society.

Republic Polytechnic strives for excellence and has achieved various international and national accreditations, including ISO9001, ISO14001, OHSAS 18001, SS540, Singapore Quality Class, People Developer, Innovation Class, and Service Class.

For more information, visit [www.rp.edu.sg](http://www.rp.edu.sg)

### **Singapore Human Resources Institute (SHRI)**

SHRI is a not-for-profit professional organisation representing over 3,000 human resource professionals. Founded in 1965, SHRI is committed to promulgating and maintaining high standards of professionalism in human resource management and development. Through collaborations with professional organisations and institutions of higher learning, SHRI continues to impact the HR profession, helping to mould the nation’s human capital to world-class standards.

SHRI is an active contributor to the global HR community, having held the office of Secretary General and Treasurer of the World Federation of Personnel Management Associations (WFPMA) for the 2006-2008 term, as well as the office of President of the Asia Pacific Federation of Human Resource Management (APFHRM) for the 2005-2006 term.

As the voice of the HR Community, SHRI’s views are valued and quoted regularly in publications and in the local media. For more information, visit <http://www.shri.org.sg>



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