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Challenges of Implementing an Employee Management System Towards Improving Workplace Management Effectiveness

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Abstract

Implementing an employee management system constitutes a substantial endeavour aimed at augmenting the efficacy of workplace administration. Introducing a novel system necessitates employees' adaptation to unfamiliar procedures and technologies, which can elicit resistance and a reluctance to embrace the impending change. Overcoming this hurdle demands the deployment of effective change management strategies, including lucid communication, comprehensive training initiatives, and the diligent addressal of any concerns or apprehensions that employees may harbour. Numerous organizations already have an assortment of established systems and databases in place, encompassing payroll, attendance, and performance management systems, among others. The amalgamation of these disparate systems into a cohesive employee management framework poses a complex and time-consuming task that calls for meticulous planning and harmonization. Safeguarding data security and privacy also presents formidable challenges in the implementation of an employee management system. It is imperative to institute robust security measures and establish stringent access controls to mitigate the risk of data breaches and foster unwavering trust among employees. The chosen system should possess user-friendly attributes, scalability, and customizability to accommodate the distinctive needs of the organization. Conducting thorough research, engaging in vendor evaluations, and soliciting the involvement of key stakeholders are pivotal in making an astute and well-informed decision.

Keywords: Employee Management, Employee Management System, Workplace Management, Implementation, Challenges.

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Introduction

According to Jiang, Lepak, Hu, and Baer (2012) employees effectively is paramount for the triumph of any organization. In the current dynamic and swiftly moving business milieu, organizations encounter myriad trials in proficiently overseeing their workforce. To surmount these challenges, numerous companies have turned to employee management systems, which proffer a range of tools and functionalities to streamline diverse HR processes. This introduction will delve into the hurdles confronted by organizations when incorporating an employee

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management system and how addressing these hurdles can engender enhanced efficacy in workplace management.

According to Camelo-Ordaz, Garcia-Cruz, Sousa-Ginel, and Valle-Cabrera (2011), especially those habituated to conventional HR procedures, may exhibit reluctance in embracing novel technologies and systems. They may harbor apprehensions about job security or experience a sense of overwhelm due to the learning curve associated with the new system. To tackle this challenge, organizations must effectively communicate the advantages of the employee management system. By emphasizing how the system can simplify routine tasks, enhance efficiency, and provide employees with greater transparency, resistance can be assuaged, and adoption encouraged. The integration of these disparate systems with the new employee management system can prove intricate and time-consuming. It necessitates meticulous planning, coordination, and technical expertise. Data security and privacy concerns also pose formidable challenges during the implementation of an employee management system.

According to Ahmad (2015), contain sensitive employee information encompassing personal details, salary particulars, and performance evaluations. Even with a well-implemented system, the realization of its potential benefits hinges on active usage and engagement by employees. Training programs and user-friendly interfaces can facilitate user adoption. Regular communication and feedback mechanisms can encourage employees to provide input, suggest improvements, and address any usability issues. Organizations should also contemplate employing gamification techniques to incentivize employee participation and seamlessly integrate the system into their daily work routine. Scalability is another challenge that necessitates careful consideration when implementing an employee management system. Organizations must thoroughly evaluate the scalability of the chosen system and ensure its adaptability to their evolving needs. Figure 1 shows the various challenges of Implementation of Performance Management System in the organisation.

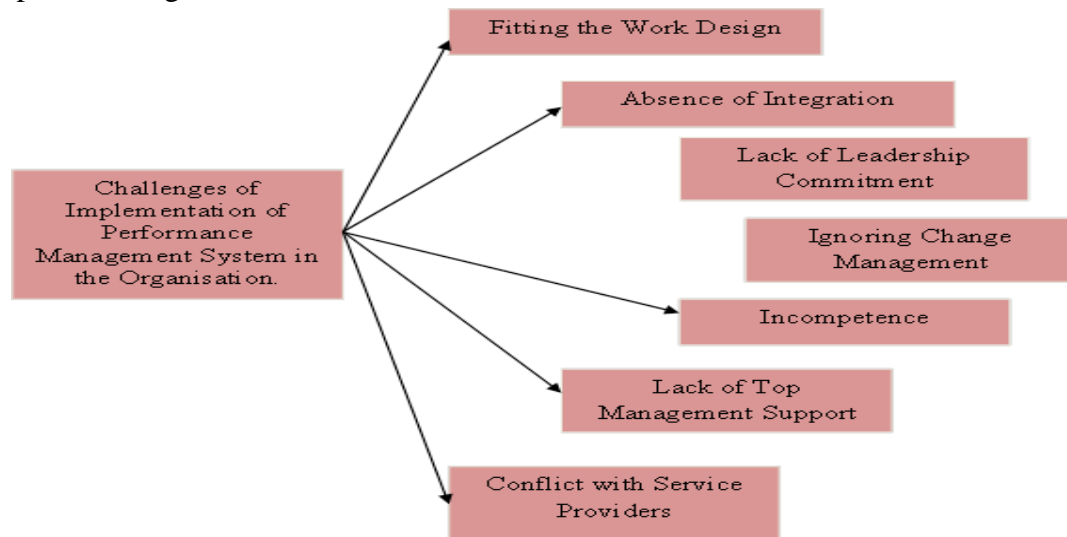


Figure 1 Challenges of Implementation of Performance Management System in the Organisation.

Literature Review

Implementing a comprehensive employee management system with the aim of enhancing the effectiveness of workplace administration brings forth a multitude of challenges. Mathis, Jackson, Valentine, & Meglich, (2016) this endeavor revolves around securing the endorsement and active involvement of organizational leaders, as their support plays a paramount role in determining the success of the program. When managers and employees perceive a dearth of backing or engagement from company leadership in the performance management process, their own motivation to participate may wane. Securing leadership buy-in can be a formidable undertaking, yet it remains imperative for the seamless functioning of a performance management program. To overcome this obstacle, human resources (HR) leaders can assume a pivotal role by sharing compelling narratives of past triumphs achieved through performance management initiatives with other company leaders.

By presenting tangible examples of the program's outcomes and showcasing feedback from both leaders and employees, HR leaders can effectively advocate for the system within the organization. Leadership support serves as a catalyst for transformative change, cultivating a culture wherein employees recognize and appreciate the intrinsic value and significance of performance management. When leaders actively engage in the process, their unwavering commitment sends a resounding message to employees that the program takes precedence and that their contributions are duly recognized and esteemed. However, obtaining leadership buy-in necessitates a delicate balance, requiring adept communication and persuasion skills. HR leaders must meticulously craft compelling arguments and deliver persuasive presentations to underscore the potential benefits of the employee management system. By showcasing how the system can augment the efficacy of workplace administration, enhance employee performance, and

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contribute to overall organizational success, HR leaders can make an irrefutable case for leadership support. By offering valuable resources such as workshops or seminars, leaders can acquire the requisite knowledge and tools to actively engage in the process. This educational initiative empowers leaders to effectively communicate performance expectations, provide constructive feedback, and foster a culture of perpetual learning and development.

According to Jiang, Lepak, Hu, and Baer (2012) securing leadership buy-in constitutes a pivotal stride toward successfully implementing an employee management system that elevates the effectiveness of workplace administration. By adeptly addressing the challenges associated with securing leadership buy-in and effectively communicating the myriad benefits of the system, organizations can pave the way for a more streamlined and productive workforce. Implementing an employee management system is a multifaceted endeavor that demands meticulous deliberation and contemplation. The pursuit of enhancing the effectiveness of workplace administration is accompanied by a myriad of hurdles frequently encountered by organizations during the implementation phase.

Marchington, Wilkinson, Donnelly, & Kynighou, (2016) impediment lies in the domain of employee motivation and morale. This perception is intensified if the organization fails to articulate the intricacies of the system and its potential benefits for the employees. Another obstacle manifests in the form of resistance to change. People commonly exhibit resistance toward new systems or processes, particularly if they perceive them as disruptive to their established routines. Organizations must invest in change management initiatives that encompass transparent communication, well-designed training programs, and ongoing support. Technical challenges also present a significant hurdle in the implementation of an employee management system. Moreover, the allocation of resources poses a challenge that necessitates the attention of organizations.

Hecklau, Galeitzke, Flachs, & Kohl, (2016) implementation of an employee management system requires financial resources, time, and personnel. Adequate budgetary allocation and the appointment of a dedicated team to oversee the implementation process are essential. The financial implications of implementing a novel software application, encompassing upfront costs and ongoing licensing fees, can present formidable obstacles for companies operating within constrained budgets. By prioritizing affordability, companies can discover solutions that align with their financial capabilities while still offering valuable features and functionalities. While these alternative software options may not provide the complete spectrum of desired functionalities, they can serve as stepping stones toward enhancing the effectiveness of workplace management.

Jabbour & Santos, (2008) alternative approach to alleviate the financial burden associated with introducing a new employee management system involves embracing a less formal methodology. HR leaders can encourage managers and supervisors to provide regular oral feedback to

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employees, thereby negating the need for sophisticated software tools. For example, leveraging an employee recognition platform can serve as a means to acknowledge and reward exceptional performance. Although these platforms may not encompass all the features of a comprehensive employee management system, they can still contribute to augmenting workplace management effectiveness by promoting a positive and captivating work environment.

Colbert, Yee, & George, (2016)., it is crucial to recognize that relying solely on verbal feedback and existing tools may have inherent limitations. These capabilities can significantly enhance the effectiveness of workplace management and decision-making. To address this, HR leaders should contemplate adopting a phased approach to implementing an employee management system. They can commence with cost-effective measures such as verbal feedback and capitalizing on existing tools while concurrently devising plans for future adoption of a comprehensive software solution.

Su, Baird, & Blair, (2009) gradual implementation approach allows organizations to incrementally allocate resources and budget toward acquiring a robust employee management system that fulfils their specific needs. This situation engenders stress within the team and often leads to diminished productivity and compromised work quality. However, comprehending the importance of time management and implementing an employee management system to enhance the effectiveness of workplace management can present several challenges.

Brewster, Houldsworth, Sparrow, & Vernon, (2016). primary obstacles involve the selection and implementation of an appropriate employee management system. Managers must diligently assess these systems and opt for the one that aligns best with their organization's requirements. Resistance to change is another prevalent hurdle. Introducing a new employee management system often disrupts established routines and workflows. According to Pucik, Evans, Bjorkman, and Jhaveri (2016) employees may experience discomfort or exhibit resistance towards adopting new processes, apprehensive that it may augment their workload or render their current skills obsolete.

Conclusion

Implementing an employee management system with the aim of enhancing workplace management effectiveness presents a myriad of challenges. One of the primary hurdles encountered during the implementation process involves resistance to change. Employees may exhibit hesitance in embracing novel technology or processes, apprehensive that it may disrupt their established routines or render their skills obsolete. By addressing concerns and providing adequate support, organizations can foster a positive environment conducive to the adoption of the employee management system. Another obstacle involves integrating disparate systems and data sources.

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Data privacy and security also pose significant challenges when implementing an employee management system. Organizations must adhere to data protection regulations and guarantee the secure handling of sensitive employee information. This encompasses expenses related to software acquisition, infrastructure upgrades, training, and ongoing maintenance. Organizations need to meticulously assess their budgetary constraints and prioritize features and functionalities that align with their specific needs and objectives. Despite these challenges, the implementation of an employee management system holds immense potential in improving workplace management effectiveness. By equipping employees with self-service features, the system can also heighten employee satisfaction and engagement.

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