Editorial

Dear readers,

New issue of Human Resources Management & Ergonomics again brings many interesting articles dealt with management and human resource development. Effective human resource management in the company can be considered as one of the most important factors in increasing productivity and finding savings in the company.

Human resource management requires the availability of *current information in real time*. With this information, company managers can realize adequate personnel decisions and perform appropriate actions within the human resources. Work effectively with personnel information in the company provides Personnel Information System or Human Resource Information System.

The primary aim of Human Resource Information System is to help the company to achieve its objectives. The importance of Human Resource Information System in the company is in the use of information necessary for effective management of human resources. Human Resource Information System allows in the company:

- Storing large amounts of data on employees.
- Providing necessary analyses, reports, and documents.
- Evaluation/appraisal and standardization of work.
- Support planning processes, search, and retrieval of employees.
- Support training and educations activities for employees.
- Effective communication with employees.
- Keeping records of absences, holidays, health requirements.
- Monitoring the performance and remuneration of each employee.

The Human Resource Information System automates significantly personnel administration and reduces the cost of performance of routine activities in the company. Information stored in the Human Resource Information System serving not only to HR Department but also to other managers in the company.

The corporate Human Resource Information System may not be understood only as a technology issue. Currently are increasingly faced with the concept of electronic human resources or *e-HR*. E-HR means the application of Internet technologies in various personnel activities in the human resource management. E-HR distributes collected information on workers of all interested parties. E-HR consists of a number of applications, enabling employers and employees to quickly and flexibly provision of individual HR processes in the company. The role of information technology in the e-HR is to ensure published information and its search. Other features of e-HR are reporting, processing, automation of workflow in the company and any notifications about important events. Among the most used applications include e-HR:

- e-reporting,
- e-attendance,
- e-recruitment,
- e-learning,
- e-benefits,
- e-assessment.

The advantage of e-HR is the online availability of the necessary information and update possibility of selected data directly to employees. Additional benefits can include labor-saving, cost-saving, increase information availability and convenience for employees.

Nowadays we can follow other trends in the use of information and communication technologies for human resources management in the company. At the forefront of businesses is getting Talent Management. Talent management is based on the fact that the success of a business depends on the skills and talents of individual employees of the company. The modern Human Resource Information System contains, besides the standard functions and applications, also applications for Talent Management. These are mainly applications for education, selection interviews, performance management, remuneration, and ensuring career growth.

As we can see, the progress of information and communication technologies in the area of human resource management is a very dynamic and it is up to individual companies as use these opportunities to their advantage.

Finally, I would like to thank all the authors and readers of Human Resources Management & Ergonomics wish you interesting reading.

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