INTRODUCTION

Technical education plays a vital role in human resource development of the country by creating skilled manpower & improving the quality of life. HR is the backbone of Institute. Land, employee, capital etc. are used effectively with the help of Human Resource activities. Human Resource develops skill and sharpens hidden caliber of workforce, so that the objectives of employees as well as Institute can be met together and found fruitful output. Human Resource Information System is an integrated system of hardware, software and databases designed to provide information used in Human Resource decision making.

Benefits of HRIS:

- Administrative and operational efficiency in compiling Human Resource data.
- Availability of data for effective Human Resource strategic planning.

HRIS is a database that helps us to keep track of all activities and processes related to Human resources in an Institute. It is a system based on Human Resource Management and Information Technology. A Human Resource Information System will be able to cater processes that are related to Human Resources. These can include employee personal file management, benefits for administration, payroll integration, applicant tracking etc. Ideally, the Human Resource Management System should be able to handle the four core activities of the Human Resource department viz. payroll management, employee and time management, benefit management and Human Resource Management. The input to the HRIS system is in the form of information pertaining to the employees such as education, age etc. The Human Resource Information System transforms this data into meaningful information which will aid the managers and the Institute as a whole in decision making. The output of the Human Resource Information System includes salary statement, report on employee performance etc. There is a feedback and control system that can be measure the healthiness and utility of the system.

The advantages of the HRIS system are:
- Provides accurate information
- Processes information at high speed
- Acts as a decision support tool
- Strengthens the control of the management
- Not expensive
some of the vendors dealing with Human Resource Information System/Human Resource Management System packages are Oracle, PeopleSoft and SAP etc.

The history of imparting formal technical education in India can be traced back to mid 19th century, although it got momentum in 20th century with the set up of Constitution of Technical Education Committee of the Central University Board of Education (CABE) in 1943; Preparation of Sergeant Report in 1944 and Formation of All India Council of technical Education (AICTE) in 1945. With the country gaining independence in 1947, the development of technical education had become a major concern for the government of India to face the new Challenges and move the country forward.

The set up of Indian Institutes of Technology, Indian Institutes of Management and Indian Institutes of Science was a major step in the development of technical education in the country. The quality of education of these institutes have managed to change the outlook of India so much that this ancient country which was earlier known for yoga and mediation is now known for computer engineers. However, it does not mean that the challenge of making technical education accessible to the rural populace and other under developed sections of the society has been overcome.

In order to maintain the standard of technical education, a statutory authority- The All India Council for Technical Education (AICTE) - was set up in 1945. AICTE is responsible for planning, formulation and maintenance of norms and standards, quality assurance through accreditation, funding in priority areas, monitoring and evaluation, maintaining parity of certification and awards and ensuring coordinated and integrated development and management of technical education in the country.

**Technical Education Courses in India**: The courses, which are known as 'technical' in India and therefore come under the purview of All India Council of Technical Education are - degree and diploma courses in Engineering, Master degree Courses in Engineering, Master of Computer Application (MCA), Master of Business Administration (MBA), Pharmacy Courses, Courses in Architecture and Applied Arts and Hotel Management and Catering Technology Courses.

**Institutes offering Technical Education in India**: As the technical education courses in India are quite diverse, the number of institutes providing technical courses in India is also huge. The number of AICTE approved institutes that offer engineering degree courses in India is - 4,39,689. There are around 1244 institutes in India that offer diploma courses in engineering, 415
institutes offer diploma courses in Pharmacy, 63 institutes offer diploma courses in Hotel Management and Catering Technology Courses and 25 AICTE approved institutes that offer diploma courses in Architecture. The number of AICTE approved institutes that offer master of Computer Application courses in India is 1012. Likewise the AICTE also approves institutes from time to time institutes that offer MBA courses, M.E./M.Tech, Architecture and Applied Arts Courses, Hotel Management and Catering Technology Courses.

Given the importance of technical education in the further development of the nation, the Government of India is keen on developing some more institutes in the line of IITs, IIMs and IISCs. The Prime Minister of India has unleashed a plan to establish 8 IITs, 7 IIMs and 5 IISCs to improve the spread and quality of technical education in the country. These institutes along with various private institutes and foreign technical colleges have the potential of making technical education accessible to all sections of society in India without compromising on the quality of education.

Human Resources Development is dedicated to scientific advancement, technological progress and economic growth of the country through human resources development. It shall endeavor to adhere to the principle." Think Globally and Act Locally ", so that compulsions the nation's welfare are firmly entwined with and embedded in the world-wide goals of society
To provide education and training of consistently high stands through innovative and versatile programmes that are responsible to the current and emerging needs of the community.

To create the standard module for Human Resource Information System (HRIS) for private Engineering Institutes. Today every private Engineering Institute have issues such as Institutional culture, Technological advancement, Global Markets, Competitive advantage, Student Satisfaction, revenue & expenditures, diverse student demands and need for effective workforce with a global mindset penetrating every aspect of the Institute. Effective workforce is crucial as it is the Institutes primary player in accomplishing goals and delivering service.

Human Resource Management practices and kind of workforce help to attain Institutes competitiveness. Human Resource Management is the Institutional function that enhances creativity, innovation, speed, flexibility and efficiency of the workforce to transform them into Institutional assets. Human Resource Management is now highly recognized as a strategic lever for the Institute in creating value.


Engineering is a broad discipline encompassing wide range of skills & a wealth of knowledge with the improvement in technology, the engineer’s requirement today is not to deal with complex mathematical problem but to think logically and develop solutions to various engineering issues through information technology. The scope of institute of engineering works with a vision of transforming its students into competent, inspired and professional engineers. The emphasis of the courses now is to evolve skills and craftsmanship to meet a higher degree of knowledge and excellence.

College of Engineering works with a vision of transforming its students into competent, inspired and professional engineers. The Institute aims at delivering not just the highest quality of technical education to its students through an interactive, learning oriented environment, state-of-the-art infrastructure, cutting edge laboratories and well qualified, dedicated faculty but also through a holistic set of life skills that will groom students to face the industry in years to come.