



ACCOUNTING INFORMATION SYSTEM

WRITTEN OUTPUT

CHAPTER 15: THE HUMAN RESOURCES MANAGEMENT AND PAYROLL CYCLE

Human Resources Management (HRM) Payroll Cycle

- The recurring set of business activities and data processing operations associated with effectively managing the employee workforce.

The more important tasks include the following:

1. **Recruiting and hiring new employees** - Recruitment and selection in HRM is about finding the right talent for the right position at the right time. Though it is a cost and time-intensive process, if done correctly will save you time and money, foster business growth, improve your reputation, and increase productivity.
2. **Training** - When it comes to Human Resource Management (HRM), training are crucial if a company wants to get the most out of its employees. Training is a critical for the organization's succession planning since it aids in the development of skills such as team management and leadership.
3. **Job assignment** - the set of tasks specified for a particular role, and stipulates the duties and responsibilities of an employee within an organization
4. **Compensation (payroll)** - Compensation is broader than pay as it includes all of the benefits and perks that companies provide to employees on top of income. Payroll typically involves payments of regular salary and wages, commissions and bonuses.
5. **Performance evaluation** - is a multifaceted process that contributes to individual and organizational growth, alignment of goals, motivation, and overall effectiveness. It plays a crucial role in managing and improving the performance of both individuals and the organization as a whole
6. **Discharge of employees due to voluntary or involuntary termination** - Termination may be voluntary, as when a worker leaves of their own accord. Involuntary termination occurs when a company terminates workers for cause, or fires an

Knowledge Management Systems

- Software that stores and organizes expertise possessed by individual employees so that the knowledge can be shared and used by others.

UPDATE PAYROLL MASTER DATABASE

- **Figure 15-3** presents a context diagram of the payroll system. It shows that there are five major sources of inputs to the payroll system. The HRM department provides information about hirings, terminations, and pay rate change's due to the raises and promotion. The various departments provide data about actual hours employee's work. Government agencies provide tax rates and instructions for meeting regulatory requirements.
- **Figure 15-3** shows that checks are the payroll systems principal output. Employees receive individual paychecks in compensation for their service. A payroll check is sent to the bank to transfer funds from the company's regular accounts to its payroll account.



Figure 15-3
Context Diagram of the Payroll System of the HRM Payroll Cycle

- The first activity in HRM payroll cycle involves the payroll master database to reflect various types of internally initiated changes.

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