



Human Resource For Health

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Objectives

- What is HRIS and Why do we need it?
- Problem Statement
- Sources of data
- Updates
- Questions/Comments?

What is & Why HRIS?

- Human Resource Information System (HRIS) is a **management** system used to support **management** decision making.
 - In order for us to track and monitor our progress with limited resources we have to know the *basic information about our workforce*
 - manage compliance with federal and state laws, streamline processes for recruitment and selection, and produce analyses, data and reports for internal and external use
 - Generate report to guide our planning and decision making
 - An HRIS can reduce the amount of paperwork and manual record keeping
 - It retrieves information quickly and accurately
 - It allows quick analysis of HR issues

Problem Statement & Justification

- Unequal distribution of health workers affects equal access to quality health care
- Lack of comprehensive and accurate HRH information limits improvements in distribution and management of staff, wastes resources
- Overworked staff are discouraged and at-risk to negative issues including health risks, hence the need to know under-staffed areas and skills
- Inconsistent information leads to waste of resources and poor decision making/management, hence the need to integrate HRH information with HIS

Data Sources

Most HRIS Contain:

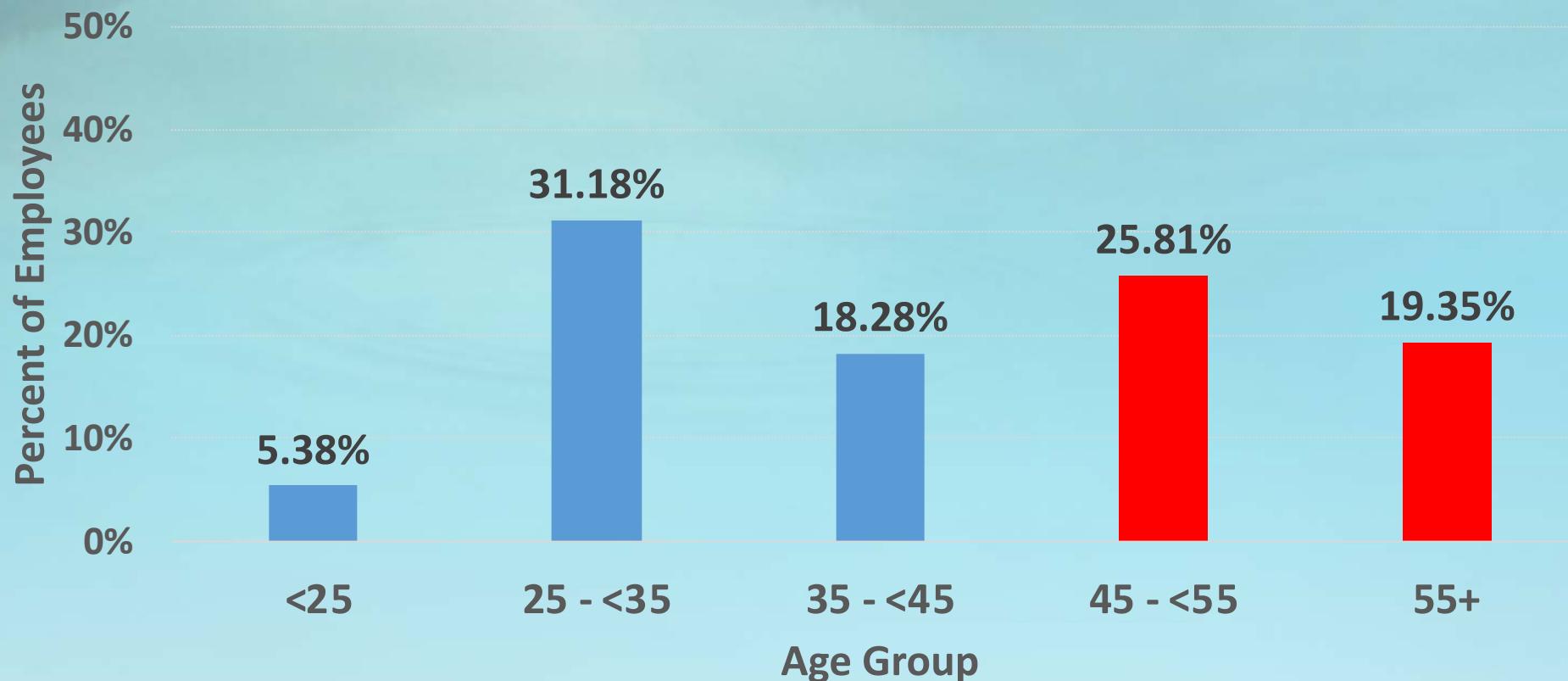
- Personal history - name, date of birth, sex, social security number, and drivers license number
- Work history - salary, start date, employment status, positions in the organization, appraisal data and etc.
- Training and development completed, both internally and externally to include the monitoring of CE's/CME's
- Career plans including mobility
- Skills inventory - skills, language spoken, education, competencies...look for transferable skills

Update

- HRIS System – OrangeHRM (Open source human resource management system); this system is used as a place holder to collect all the basic human resource data needed to effectively manage our workforce.
- OrangeHRM is currently installed in the following sites: Yap Department of Health, Chuuk Community Health Center, Pohnpei Department of Health, Kosrae Department of Health, and American Samoa Department of Health
- Close to 95% of data in Yap Department of Health Services and Chuuk Community Health Center are completed and updated in their system

Sample Data

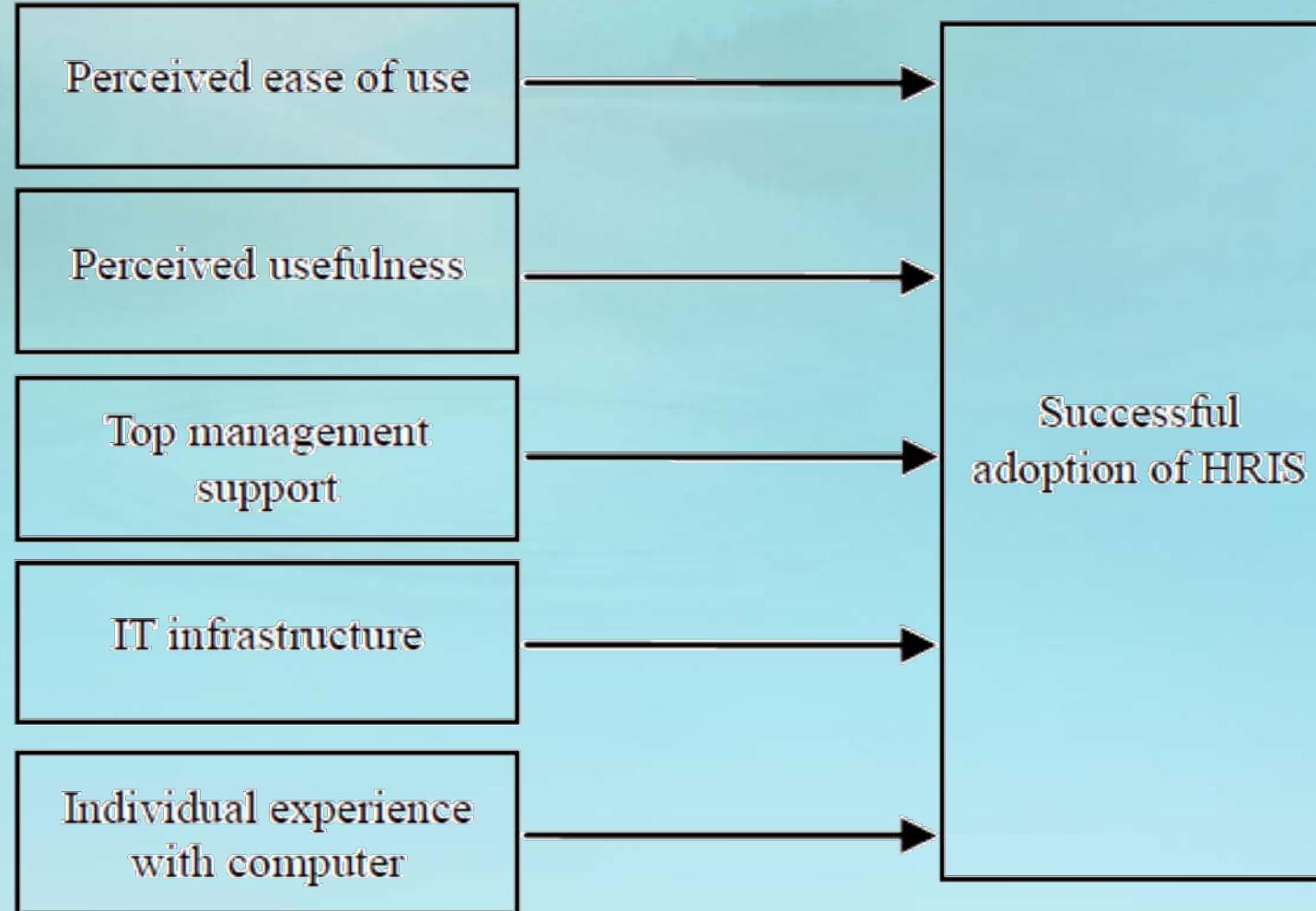
Distribution of Employees by Age Group, (n=93)



Total of 155 employees registered in the HRIS

Estimation above is based on 60% of the information on DOB

Overall, 45% of the workforce will retire in the next 5 to 10 years



THANK YOU!

Questions? Comments?