

Human Resource Information System: Its Usability and Efficiency in a Municipality in the Philippines

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Abstract

Managing employee records and handling HR tasks has traditionally been done manually in the Municipality of Vallehermoso. However, as the workload grows and the need for accuracy increases, it became clear that a better system was needed something more organized, reliable, and easier to maintain. This study introduces the Employees Information System, a tool developed to help the HR department manage employee profiles, leave credits, position classifications, and the granting of STEP increments for regular and temporary employees. The aim was to simplify daily tasks and reduce the errors that come with manual processing. The development of the system followed the Agile methodology, which allowed for continuous planning, testing, coding and improvements at every stage. The system was built using Laravel, a PHP-based web framework, and MySQL to manage and store the necessary data. To understand how well the system works in practice, we gathered feedback from the HR personnel using a survey. Their responses showed that the system was not only helpful but also efficient, easy to navigate, and saved them a lot of time. In the end, this project proved to be a practical solution to a real problem. By replacing manual work with a more modern approach, the system made HR processes faster, more accurate, and much easier to manage.

KEYWORDS: *Human Resource Information System, Plantilla, Step Increment.*

I. INTRODUCTION

An employee information system houses details about employees like name, address, personal email, phone number, department, job title, manager and more. It can be used by HR teams and managers to find contact information or details about employees through use of a directory and organizational chart. Employee information should be stored using structured, custom profiles in a controlled system where changes can be tracked. An employee management system makes it easy to find and update employee details by storing information securely in structured profiles. According to Kovach and Cathcart (1999), they have used a similar definition of HRIS as any system for collecting, storing, maintaining, retrieving, and validating data needed by an organization about its human resources.

The Vallehermoso Municipality, Human Resource management office, offers its services and function with the aid of a manual process of productivity tools. Task such as keeping records of employee's files and employee's leave request and providing the request of an employee are some factors that impact daily manual process of the HR management office.

A developed Human Resource Information System for the Municipality of Vallehermoso of Negros Oriental aims to manage and automates the organization's HR processes. This Human Resource Information System will be the assessment of the HR manager to manage all records of the employees of Vallehermoso Municipality. A gap in offline employee information systems revolves around making sure employees can access and update critical information easily, even without internet. There's also a need for stronger security to safeguard sensitive data, along with solutions that allow these systems to grow as companies expand. On top of that, there's room to improve how these systems connect with other tools and make them more intuitive for everyday use, especially for non-technical users. It's about bridging these gaps to create a system that truly supports people in their work.

A Human Resource Information System (HRIS) is a software that aids organizations in managing and automating core human resource process. An HRIS provides a centralized respiratory of employee master data that the human resource management (HRM) team needs to complete core HR task. In some ways, HRIS can be considered a smart database of employee information. The interaction of the data, the process that can be performed and the reporting capabilities make the data stored in the system more accessible and usable.

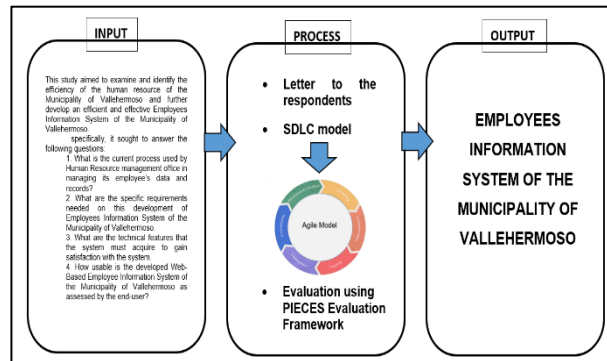
Objectives of the Study

The general objectives of this study aim to design and develop a web-based Employee's information system that would manage personnel information. The specific objectives of this study are the following:

1. To develop HR records processes and enhance efficiency of storing personal data information of each employee.
2. To provide accurate information for each employee on their perspective departments.

3. To develop a centralized repository in storing pertinent documents of the employees of the Vallehermoso Municipal Hall.
4. To determine the usability of the proposed system in managing employee's information in the Municipality of Vallehermoso.

Conceptual Framework



The Figure 1 above displays a various of Input-Process-Output (IPO) data to ensure the required result is produced. It involves the systematic development and implementation of the Employee Information System for the Municipality of Vallehermoso. Initially, the study focuses on gathering requirements from the Human Resources (HR) department to understand their needs and the existing challenges in managing employee records. Following this, a detailed analysis of the current manual processes is conducted to identify areas where automation and systemization can be applied.

II. MATERIALS AND METHODS

Design and Development Process

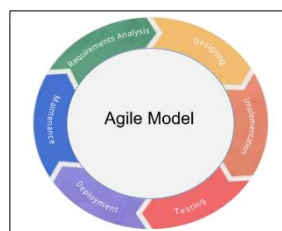


Figure 2. Agile Development Model

Today's generation technology is evolving; human is becoming so dependent to the innovative technology that arises in this generation. Software development is now becoming crucial and well known since the developers and designers has a very high demand in the world. The process of software development services goes through a repetitive series of stages in almost every developing company the six steps that follow the phases of the software development life cycle contains the requirements gathering, designing, implementation, testing, deployment, and maintenance that helps the researchers in gathering data and requirements that leads them to get the solutions in solving the problem.

The model that used for this project is the Agile Model. A repetitive processing method used for system maintenance. The cycle contains the requirements gathering, design, implementation, testing, deployment and maintenance that helps the researchers in gathering data and requirements that leads them to get the solutions in solving the problem.

The System Development Life cycle that the researchers used was Agile Model which contains 6 phases which are: First, requirements. In this section, the researcher gathers an interview to the respondents in which HR in-charge of the Municipality of Vallehermoso to know what is the current problem of their HR process, and how would be the proposed system helps to HR office. The next step the researcher gathers some questions of what would be the possible flow of the system that HR wanted to happen, also the researcher take down notes of what the HR in-charge suggested. the Human Resource in charge elaborated to the researcher of what departments do they have in the whole Municipal of Vallehermoso.

Second is design, in this phase, the design that the researcher used is bootstrap, this design helps the researcher to build a front end of the said Employees Information System of the municipality of Vallehermoso

(EIS). The researcher also used 4 colors included black, aqua blue, orange, and green those colors emphasize the brighter of the system in which it will help the human resource in charge to be positive in work time and by using those colors can generate positivity in the eye of the end user.

Third, is the implementation, the actual coding of the Employees Information System of the municipality of Vallehermoso Dashboard with the HR manager Monitoring occurs based on the user-requirements and design specifications for the development of the system.

Fourth, testing and development of the system is integrated into testing for any issues. The system is tested in every part in order to make sure the functionality and usability work well, and then the system shall be tested as a whole to check for further issues in order to be ready for the next phase.

Fifth is the deployment of the system, which is done after the system's functionality and usability are tested. Researchers may introduce the system to their End user in which the HR in-charge of the Municipality of Vallehermoso and also the researcher instruct the end user step by step on how to use the develop system so that the end user may know what could be there possible suggestions during the deployment.

Lastly, the maintenance of the system, researchers tend to preserve the system's functionality, usefulness, and efficiency. Researchers are responsible for maintaining the system by checking it and ensuring that there are no defects that cause the system's functions to slow down.

Materials (Hardware and Software Requirements)

Table 1 shows the software requirements that are needed in the development of the system. It indicated the required version of software utilized in the development process.

Software	Version
Visual Studio Code	Version 1.98.2
PHP	8.2.28
MariaDb	11.7.2
Electron	35.0.2
Electron-builder	25.1

Table 1. Software Requirements (Minimum)

The Municipality of Vallehermoso Employee Information System was created with Visual Studio Code (VS Code) Version 1.98.2, PHP 8.2.28, MariaDB 11.7.2, Electron 35.0.2, and Electron-builder 25.1 to provide efficient, scalable, and secure system performance. VS Code offered a lightweight and versatile development environment with auto-completion, Git integration, and debugging features, making the development process efficient and streamlined. PHP 8.2.28 provided better performance, error checking, and features of the latest times, which were required for handling the system's business logic, whereas MariaDB 11.7.2 efficiently processed the employee information with its excellent performance, security, and scalability. Electron 35.0.2, along with Electron-builder 25.1, facilitated the development of a cross-platform desktop app, offering a smooth user interface on Windows, macOS, and Linux, along with effortless packaging and deployment of the system.

Table 2 shows the hardware requirements that needed for developing and utilizing the system.

Hardware	Specifications
Computer Name	DESKTOP-RFE1VPI
OS (Operating System)	Windows 11 Pro 64-bit (10.0, Build 22621)
Processor	Intel® Core™ i5-7200U CPU @ 2.50GHz (4 CPUs), ~2.7GHz
Memory	8192MB RAM

Table 2. Hardware Requirements (Recommended)

The computer hardware utilized for the creation of the Employee Information System was a DESKTOP-RFE1VPI computer with Windows 11 Pro 64-bit (Build 22621), which offered a secure and stable environment for development. It was equipped with an Intel® Core™ i5-7200U CPU clocked at 2.5GHz (up to 2.7GHz), which offered efficient performance in multitasking and processing tasks. With 8GB of RAM (8192MB), the system could support large datasets and multiple applications running at the same time, allowing for smooth development and testing of the application.

Respondents

Respondents	Frequency	Percentage
End User/ HR staff	22	65.00%
IT Expert	12	35.00%
Total	34	100.00%

Table 3. The study’s respondents are the HR staff and IT experts.

The table provides a breakdown of respondents into two categories: “End User/HR Staff” and “IT Expert.” It presents the frequency and percentage of each group, showcasing the proportion of respondents within the total sample. With 65% being “End User/HR Staff” and 35% as “IT Experts,” the table highlights the distribution of roles among the 34 respondents, offering insight into their representation within the study or analysis.

Instrument

The research tool employed by the researchers was a survey questionnaire. The questionnaires developed by the researchers were initially checked by a statistician for his expertise and potential revisions. Prior to conducting the study, the researchers applied a PIECES Evaluation to evaluate the questions of the survey carefully, making them clear, relevant, and accurate. The questionnaires were then validated by three experts who assessed the questions developed by the researchers. After the three experts had finished the process of validation, the researchers had consulted with their adviser, who validated and agreed that the questionnaire was validated and could be implemented. After getting the adviser’s approval, the results of the validation form were sent to the statistician so that the researchers could proceed with the study conduct.

Data Gathering Procedures

To gather the necessary data, the researchers faced several challenges, particularly in distributing questionnaires to potential respondents. They traveled from San Carlos to Vallehermoso to personally deliver the survey questionnaires and collect feedback from end users and IT experts regarding the developed Employees Information System. Prior to obtaining responses from the end users, the researchers first coordinated with the HR in-charge at Vallehermoso to seek permission to conduct the study within their office and request a small portion of their time for participation. To ensure clarity and understanding, before the respondents answered the questionnaires, the researchers presented the system they had developed. This allowed the respondents to understand its purpose and the rationale behind its creation. This hands-on approach not only facilitated better comprehension among the participants but also emphasized the importance of their feedback in refining the system for practical use. Data in the questionnaire was associated with personal information including the respondent’s rating in the system.

Research Instrument and Statistical treatment of data

Using the PIECES Software Evaluation Framework Questionnaire determines how effective and efficient the developed Employees Information System of the Municipality of Vallehermoso. This questionnaire was used in evaluating the end-users and IT (Information Technology) experts’ satisfactory rating on the efficiency and usability of the developed system. To examine the functionality of the developed system, the areas of performance, information, economic cost, control, efficiency, and services were evaluated.

For each question in each area, the respondents answered based on a 5 – point Likert Scale with the verbal description: 5 = Very Satisfied, 4 = Satisfied, 3 = Quite Satisfied, 2 = Dissatisfied, 1 = Very Dissatisfied. Answers were computed utilizing frequency in order to find out to what extent each item was agreed upon by the respondents.

Rating	Frequency(f)	Verbal Description
5	(No. of respondents who selected 5)	Very Satisfied
4	(No. of respondents who selected 4)	Satisfied
3	(No. of respondents who selected 3)	Quite Satisfied
2	(No. of respondents who selected 2)	Dissatisfied
1	(No. of respondents who selected 1)	Very Dissatisfied

III. RESULT AND DISCUSSION

The system was evaluated by the HR in-charge and selected employees of the Municipality of Vallehermoso along with 12 IT experts. These respondents assessed the system's efficiency and usability using criteria developed by the researchers, following the PIECES framework. To measure their responses, a 5-point Likert Scale was used, where 5 means Very Satisfied, 4 means Satisfied, 3 Quite Satisfied, 2 Dissatisfied, and 1 means Very Dissatisfied.

Table 4: Responses of the End-User on PIECES Software Evaluation in terms of Performance throughout and response time.

Indicators	Frequency				
	VD	D	QS	S	VS
Performance and Response Time					
Employees Information System makes the employee's records easy to access by the end-users.				3	19
Employees Information System can process employees records quickly without any problems.				3	19
Employees Information System runs smoothly and remains stable.				3	19
Employees Information System processes data as expected within the right time.				4	18
Employees Information System is generated report quickly and efficiently.				1	21

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

The evaluation of the Employees Information System by 22 end-users shows a high level of satisfaction across all indicators related to performance, data management, security, efficiency, and service. In terms of Performance and Response Time, the system was consistently rated as either Satisfied or Very Satisfied by all respondents. Specifically, 19 users were very satisfied that the system makes employee records easy to access, processes records quickly, operates smoothly, and functions within expected timeframes. One notable highlight is that 21 users reported very high satisfaction with the speed and efficiency of report generation, indicating strong system performance in output generation.

Table 5: Response of the End-User on PIECES Software Evaluation in terms Input, Output and Data Storing.

Indicators	Frequency				
	VD	D	QS	S	VS
Information Input, Output, and Data Storing					
Data stored by Employees Information accurately as inserted into the system.				3	19
The Employees Information System ensures the accurate and reliable storage of employee data.				3	19
The Employees Information System prevents the storage of incorrect data.				4	18
Employees Information System provides the necessary information when it is needed.				4	18
The Information generated by the Employees Information System is available on time.				5	17
The generated information format of the Employees Information System is useful and easy for user to use in this system.				4	18
The Information provided by the Employees Information System is presented clearly and is easy to understand.				6	16
Employees Information System provides reliable and trustworthy information.				3	19

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

Regarding Information Input, Output, and Data Storing, the results reflect confidence in the system's reliability and accuracy. Nineteen users were very satisfied with the accuracy of stored data and the availability of necessary information when needed. Eighteen to nineteen users consistently agreed that the system prevents incorrect data from being stored, delivers information in a timely manner, and presents data clearly and in a user-friendly format. Furthermore, 16 users strongly agreed that the information is clear and easy to understand, indicating a highly usable and accessible interface for end-users.

Table 6: Response of the End-User in terms of Economic Cost. Frequency tally for end-user’s satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

Indicators	Frequency				
	VD	D	QS	S	VS
Economic Cost					
Employees Information System helps minimize costs compared to traditional process.				3	19
There is a big change in terms of development and growth in the existence of the implemented Employees Information System.				2	20

In the category of Economic Cost, respondents acknowledged the system’s cost-efficiency compared to traditional HR processes. Nineteen users indicated that the system helps minimize operational costs, and 20 users recognized a significant improvement in HR development and process management since its implementation, reflecting the perceived value and impact of the system.

Table 7: Response of the End-User on PIECES Software Evaluation in terms of Control and Security. Frequency tally for end-user’s satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
Control and Security					
Employees Information System contained strong security for keeping the confidential information against employees and their personal information.				4	18
Employees Information System provides access control and user permissions are well-managed.				3	19
Employees Information System provides centralized control of data usage in terms of ensuring secured access, organized management and data reliability.				3	19

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

When it comes to Control and Security, users expressed strong trust in the system’s ability to manage data privacy and security. Eighteen users strongly agreed that the system offers robust protection of confidential employee information, with a similar number recognizing the effectiveness of user permissions and access controls. These results point to a secure and well-managed system environment that meets organizational standards for data confidentiality.

Table 8: Response of the End-User in terms of Efficiency. Frequency tally for end-user’s satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
EFFICIENCY					
Employees Information System effectively reduces the workload of Human Resource in-charge by reducing costs and saving time through effective document handling and usage.				1	21
The use of Information from Employees Information System is very useful in the HR processing.					22

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

The Efficiency of the system was rated extremely positively, with all 22 users agreeing that it supports HR processing effectively and reduces the workload of the HR in-charge. Twenty-one users further affirmed that it saves time and reduces costs through improved document handling, highlighting the system's role in operational streamlining.

Table 9: Response of the End-User in terms of Service. Frequency tally for end-user’s satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso

Indicators	Efficiency				
	VD	D	QS	S	VS
Service					
Employees Information System's admin provide support to the HR in-charge, ensuring effective use and operation of the system for managing employees files and records.				3	19

Employees Information System provides user-friendly interface which is easy to use, learn, and understand.	1	21
Employees Information System provides users satisfaction in terms of the system's performance and reliability.	1	21
Employees Information System integrates other HR processes in order to enhance the employees information management, efficiency and accessibility.		22

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

Finally, under Service, the system received unanimous praise for its administrative support and integration capabilities. All 22 respondents noted that the system effectively supports HR operations and integrates other HR functions to enhance efficiency. Additionally, the interface was described as user-friendly by 21 respondents, with similar satisfaction regarding system performance and reliability.

In conclusion, the evaluation results indicate that the Employees Information System of the Municipality of Vallehermoso is highly effective, efficient, and reliable, with end-users reporting widespread satisfaction in nearly every aspect of system use. The consistent responses of Satisfied and Very Satisfied suggest a well-developed and user-centered platform that significantly contributes to the improved management of employee information and overall HR operations.

Table 10: Responses of the IT- Experts in terms of Performance and response time Frequency tally for evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
Performance and Response Time					
Employees Information System makes the employee's records easy to access by the end-users.					12
Employees Information System can process employees records quickly without any problems.				2	10
Employees Information System runs smoothly and remains stable.					12
Employees Information System processes data as expected within the right time.				1	11
Employees Information System is generated report quickly and efficiently.					12

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

The evaluation of the Employees Information System by 12 IT experts demonstrates a positive response across all system quality indicators, affirming its effectiveness, reliability, and functionality. In the domain of Performance and Response Time, the system was unanimously rated as Very Satisfactory for providing easy access to employee records, maintaining system stability, and meeting expected processing timeframes. Furthermore, 10 to 11 experts expressed Very Satisfactory ratings on the system's speed in processing employee records and generating data within an appropriate time frame, indicating that the system is both responsive and efficient under practical conditions.

Table 11: Response of the IT- Experts in terms Input, Output and Data Storing. Frequency tally for IT- Experts satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
Information Input, Output, and Data Storing					
Data stored by Employees Information accurately as inserted into the system.				2	10
The Employees Information System ensures the accurate and reliable storage of employee data.				1	11
The Employees Information System prevents the storage of incorrect data.				2	10
Employees Information System provides the necessary information when it is needed.				1	11
The Information generated by the Employees Information System is available on time.				1	11
The generated information format of the Employees Information System is useful and easy for user to use in this system.				1	11
The Information provided by the Employees Information System is presented clearly and is easy to understand.				1	11

Employees Information System provides reliable and trustworthy information.

12

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

With regard to Information Input, Output, and Data Storing, the system received consistently high marks. Ten to eleven IT experts rated the system as Very Satisfactory in terms of accurate data entry, prevention of incorrect data, timely availability of information, and clear data presentation. All 12 experts agreed that the information produced is reliable and trustworthy. These responses suggest that the system supports high data integrity, precision, and clarity—key factors for dependable HR operations.

Table 12: Response of the IT- Experts in terms of Economic Cost on evaluation of Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
Economic Cost					
Employees Information System helps minimize costs compared to traditional process.				1	11
There is a big change in terms of development and growth in the existence of the implemented Employees Information System.					12

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

In the area of Economic Cost, all experts agreed that the system brings significant value in terms of cost reduction and operational improvement compared to traditional HR processes. Eleven out of twelve experts confirmed that the system helps minimize expenses, and all agreed that its implementation has fostered substantial organizational development and growth.

Table 13: Response of the IT- Experts in terms Control and Security. Frequency tally for IT- Experts satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso

Indicators	Frequency				
	VD	D	QS	S	VS
Control and Security					
Employees Information System contained strong security for keeping the confidential information against employees and their personal information.					12
Employees Information System provides access control and user permissions are well-managed.				1	11
Employees Information System provides centralized control of data usage in terms of ensuring secured access, organized management and data reliability.				1	11

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

Control and Security were also evaluated favorably. All 12 experts strongly agreed that the system provides robust protection for employee data, ensuring confidentiality. Additionally, 11 experts confirmed that access control and centralized data management were well implemented, supporting secure and organized handling of employee information.

Table 14: Response of the IT- Experts in terms Efficiency. Frequency tally for IT- Experts satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
EFFICIENCY					
Employees Information System effectively reduces the workload of Human Resource in-charge by reducing costs and saving time through effective document handling and usage.					12
The use of Information from Employees Information System is very useful in the HR processing.					12

Legend: *VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)*

Under Efficiency, unanimous agreement was seen again. All 12 experts expressed Very Satisfactory responses regarding the system's ability to reduce HR workload, save time, and streamline document handling. The system was also universally recognized for its usefulness in HR processing tasks.

Table 15: Response of the IT- Experts in terms Service. Frequency tally for IT- Experts satisfaction evaluation on Employees Information System of the Municipality of Vallehermoso.

Indicators	Frequency				
	VD	D	QS	S	VS
Service					
Employees Information System's admin provide support to the HR in-charge, ensuring effective use and operation of the system for managing employees files and records.					12
Employees Information System provides user-friendly interface which is easy to use, learn, and understand.				1	11
Employees Information System provides users satisfaction in terms of the system's performance and reliability.				1	11
Employees Information System integrates other HR processes in order to enhance the employees information management, efficiency and accessibility.					12

Legend: VD (Very Dissatisfied), D (Dissatisfied), QS (Quite Satisfied), S (Satisfied), VS (Very Satisfied)

Lastly, in the Service category, the IT experts affirmed the effectiveness of system support and interface design. All 12 respondents agreed that the administrative support for system operation is strong and that the system successfully integrates other HR processes for better data management and accessibility. Eleven experts also noted that the interface is user-friendly, and that the system performs reliably and meets user expectations in practice.

In summary, the system received near-unanimous to unanimous positive evaluations across all categories, indicating that the Employees Information System is highly functional, secure, efficient, and well-aligned with both IT standards and user needs. The responses reflect a robust and scalable platform capable of supporting the Municipality of Vallehermoso's HR operations effectively.

Implementation Plan

A comprehensive training program must be provided to ensure that all users of the Development of Employees Information system have the necessary skills and knowledge required for accessing then system. The researchers intend to educate the users of their system through showing the steps of how the process of the mentioned project is a means for the users to understand and giving such enough idea as well as giving a hands-on training. Users don't have not yet sufficient knowledge about the system which the researchers were applying, it is important to have the orientation and discuss it properly to fully understand the workflow of the system by the used of its manual and guiding the users the right thing to do but before that it will be needed to checked before the implementation.

The Development of Employees Information System requires careful planning, user support, testing, and ongoing monitoring and improvement. A comprehensive implementation plan should be developed to get underway, outlining key steps such as how the user can used the system and how they performed during inputting employees personal information. Researchers will implement the system with users using thorough testing so that the system is working perfectly and that it's user-friendly. Also, usage must be monitored in a way that ensures the system is being used efficiently and that the aspects of it need improvement are recognized. From all the steps followed above, the Development of Employees Information System can easily be implemented and used by the HR in-charge for successful accomplishment of the goals of studies.

It is very crucial to maintain the Development of Employees Information System after the implementation in order to run the system smoothly according to the requirement of its users. The researchers plan to maintain the system after implementation include regular maintenance and updates issues, getting user feedback and identifying what the system should be improved in, offering continuing support to the users, and monitoring system performance to know whether there is something that will later become a problem, updating the platform for new needs.

Findings

The assessment of the Municipality of Vallehermoso Employees Information System shows its good performance and stability on various primary aspects. End-users were always very satisfied with the response time of the system, ease of use, and seamless performance, citing its efficiency in handling employee records. The

massive consensus on the speed of the system's report generation further supports its competency in providing timely and correct outputs, making HR processes smooth and convenient to access.

The data management functions of the system were also extremely commended, with users confirming its capacity to retain correct information and avoid errors in inputting. The simplicity of format and ease of data presentation enhance its usability such that HR staff can successfully recover and read employee records when necessary. The system's organized data storage also increases its trustworthiness, guaranteeing that it will keep critical employee information safe without much risk.

Aside from functionality, the assessment also emphasizes the cost-effectiveness and security of the system. The respondents recognized its contribution to lowering operational costs and enhanced HR management, which make it an organizational development asset. Its security aspects, such as strict user access control and confidentiality protection, build confidence in its capability to safeguard sensitive employee information, meeting industry standards for data security and confidentiality.

In all, the Employees Information System has been a priceless asset to maximizing HR functions. Its all-around support for administrative functions, seamless integration with other HR functionalities, and excellent usability guarantee that the employees and HR staff alike enjoy a precise, efficient, and secure system. The extremely positive comments from end-users testify to its effect in enhancing HR processes, confirming its position as a well-constructed and user-oriented platform.

IV. CONCLUSION AND RECOMMENDATION

Through the use of interviews with the end user or the responsible HR during the development process, the system has shown its ability to enhance data accuracy, accessibility, and overall organizational effectiveness. Though some limitations, including the depth of system integration or minor technical issues, were faced during the development process, the project marks an important milestone toward the process of modernizing the information management practices of the municipality. This work provides a solid groundwork for subsequent developments, like bringing the system into harmony with other municipal processes or increasing its functionalities. The Employees Information System is ultimately expected to improve productivity and delivery of services considerably, positively impacting the Municipality of Vallehermoso's operations.

In conclusion, the evaluation results indicate that the Employees Information System of the Municipality of Vallehermoso is highly effective, efficient, and reliable, with end-users reporting widespread satisfaction in nearly every aspect of system use. The consistent responses of Satisfied and Very Satisfied suggest a well-developed and user-centered platform that significantly contributes to the improved management of employee information and overall HR operations.

The researchers would like to recommend this system to the end-user because it is a valuable tool for HR professionals. This system can greatly help make managing employee records easier and more organized. Unlike manual methods that can be messy and time-consuming, this system allows HR staff to find and handle employee information quickly and efficiently. In today's modern world, where most tasks are now automated, this system can save a lot of time and effort for HR personnel. For future researchers, the researcher suggest making sure you fully understand how your system works before presenting it. Thus, anyone who has nothing to do with management systems will be able to learn and utilize it quite easily. Additionally, it's nice to be aware of what purpose the system that you are building serves and for what reason this system was established. This will ensure the system will truly be helpful and effective for its users. Ultimately, the goal of this system is to simplify HR processes, enhance organizational management, and support companies in building a more structured and efficient employee record-keeping framework. Through innovation, continuous development, and thoughtful implementation, this system can serve as a cornerstone for effective human resource management, fostering a more productive and dynamic workplace.

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