

Research and development of a human resource management information system at Viet-Australia Vocational School of Transport and Construction.

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Abstract: This study focuses on the research and development of a Human Resource Management Information System (HRMIS) for the Vietnam-Australia Vocational College of Transport and Construction. The current manual and fragmented HR processes at the institution lead to inefficiencies in data management, reporting, and decision-making. This research aims to analyze the existing workflow, identify specific operational requirements, and design a centralized digital system to streamline personnel management. Employing a system development lifecycle approach, the study utilizes requirement analysis, system design, and prototyping to create a tailored solution. The proposed system integrates core functions including employee records management, attendance tracking, payroll calculation, and report generation. The findings demonstrate that the developed HRMIS significantly reduces administrative workload, enhances data accuracy, and improves accessibility to personnel information. This research provides a practical framework for modernizing HR operations in vocational education institutions, contributing to improved organizational efficiency and strategic human resource planning.

Keywords: Human resource management information system, vocational secondary school, human resource management, system development