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KEY WORD : HUMAN RESOURCES INFORMATION SYSTEM (HRIS)/HUMAN RESOURCES MANAGEMENT (HRM)/INFORMATION TECHNOLOGY (IT)/DATA BASE

THAWEEVOOTH MOONTREESA : A STUDY OF THE ROLE OF HUMAN RESOURCES INFORMATION SYSTEM IN OPTIMIZING HUMAN RESOURCES MANAGEMENT. INDEPENDENT STUDY ADVISOR : SIPPANAN NUANLA-ONG,Ph.D. AND ASST.PROF.BURIN T.SRIWONG,Ph.D. 60 pp.

The purposes of this research were, 1) to study through advance of Human Resources Information System (HRIS). 2) to identify benefit and drawback including limitation of HRIS software. 3) to determine whether the company is suitable and valuable for the HRIS software and also considered related factors such as size of the organization, amount of employees as well as company's budget.

This study uses qualitative method with semi-structured interviews with all staffs in Human Resources department at InterContinental Hua Hin Resort in Thailand with thirteen interview questions, then analyze the data by content analysis. As well as, apply the approach by observation and participation during the researcher's internship program.

The results of this research were as follow:

1. The study provides some insight of using HRIS of the resort company in Thailand which helps HR professionals have understanding of HRIS systems, benefits and drawbacks of the software as well as Human Resources Management and Hospitality; role and relevance of them in advance.

2. The result of comparing between benefits and drawbacks including limitations and problems is a useful tool that help us to determine that, HRIS is a significant tool of HR professional which is very necessary for improve potential of HRM.

Program of Hotel and Tourism Management

Graduate School, Silpakorn University

Student's signature.....

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Independent Study Advisor's signature

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