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Lectrure  
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## Digitization of human resources management in Algerian universities

### University of Continuing Training as a case study

Under the new world order, the world is witnessing a new phase of technological development. Thus, the combination of three revolutions has created a new society in which access to information is one of its most important characteristics.

These revolutions are:

**Information revolution:** This is a huge explosion of knowledge and doubled intellectual production in various fields, and the emergence of the need to maximize the control of the flood of information flowing and made it available to researchers and interested and decision makers in a timely manner and with the least effort through the use of methods and programs in contemporary information management depends first class On the computer and the use of communication technology to support information institutions.

**Communication revolution:** It is the modern communications technology that started with telecommunications through dependence on satellite and fiber television and television texts and then visual, and still the horizon is not specified. In other words, it is the set of different techniques, tools, methods or systems that are employed to deal with the content or content that is intended to be communicated through the mass, personal, organizational, collective or intermediate communication process.

**The revolution of electronic computers:** The endless development of the production of information systems and the management of information systems and networks. In other word, the mating between the technology of computers and communications technology.

In this context, human resources management benefited from these revolutions and adopted new human resource management systems called human resources information systems.

A HRIS, which is also known as a human resource information system or human resource management system (HRMS), is basically an intersection of human resources and information technology through HR software. This allows HR activities and processes to occur electronically.

To put it another way, a HRIS may be viewed as a way, through software, for businesses big and small to take care of a number of activities, including those related to human resources, accounting, management, and payroll. A HRIS allows a company to plan its HR costs more effectively, as well as to manage them and control them without needing to allocate too many resources toward them.

In most situations, a HRIS will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made should also increase in quality—and as a result, the productivity of both employees and managers should increase and become more effective.

Thus, like all institutions in general, and universities in particular, the University of Continuing Education has acquired an integrated program of human resources, in order to plan its HR costs more effectively, as well as to manage them and control them without needing to allocate too many resources toward them. In most situations, a HRIS which called NALTIS, will also lead to increases in efficiency when it comes to making decisions in HR. The decisions made should also increase in quality—and as a result, the productivity of both employees and teachers should increase and become more effective.