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Risks analysis in human resources management based on relational databases

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ABSTRACT

The purpose of this thesis is the analysis of risks in human resource management (HRM) functions, the development of a database architecture for their analysis and its creation, in order for it to be used as a practical tool in this research. The observed risks in the workplace have a negative impact both on the wellbeing of the employees and on the organization itself. The HRM department is responsible for the effective utilization of people, but those observed risks can obstruct this process. For this reason it has been deemed necessary for the HRM department to be associated with these emerging risks, and for a standardized tool to be developed, based on relational databases, in order to assist the HRM department with their mitigation. This thesis has identified, through literature, and classified the risks that can be observed in the workplace as accident, victimization, burnout, presenteeism, turnover intention and lack of innovation risks. The risk factors have been associated with the HRM functions so as to be properly assigned to a suitable sector for their mitigation. Finally a relational database was developed which, with the entry of the necessary data and the proper connections between them, made an adequately accurate analysis of those risks not only in HRM functions, but also in human resources.

KEYWORDS

Human resource management, HRM functions, risk analysis, workplace risks, relational databases.