Journal of Information Systems Engineering and Management
2025, 10(30s)
e-ISSN: 2468-4376
https://www.jisem-journal.com/

Research Article

Optimizing Data Interoperability Across HRIS Platforms Using AI and Microservices

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ARTICLE INFO

Received: 29 Dec 2024

Revised: 12 Feb 2025

Accepted: 27 Feb 2025

ABSTRACT

HRIS systems lie at the core of workforce management processes such as payroll, benefit administration, talent acquisition, and employee performance tracking. Interoperability issues are also common as a result of varying data formats, proprietary architectures, and the existence of legacy systems alongside newer HR systems. This paper uses a journalistic approach to examine how AI and microservices architecture can be harnessed to solve interoperability problems between HRIS platforms. Using AI for mapping, transforming, and predicting data, along with microservices to create a decentralized and scalable architecture for seamless data sharing in real time, can help achieve these goals. Our proposed framework abstracts compensation data harmonization through AI and exposes it through API-driven microservices middleware to allow communication between HRIS platforms. Reports of implementation and performance show increased data accuracy, operational efficiency, and compliance with industry standards.

Keywords: HRIS (Human Resource Information Systems), Data Interoperability, Artificial Intelligence (AI), Microservices Architecture, API Integration, Data Standardization, Data Mapping and Transformation, Machine Learning in HR, Event-Driven Architecture, API Gateway, Real-Time HR Data Synchronization, Secure HR Data Exchange, HR Compliance (GDPR, HIPAA, SOC 2), Role-Based Access Control (RBAC), Predictive Workforce Analytics, Intelligent Process Automation in HR, HR Data Governance.

1. INTRODUCTION

From simple personnel management systems to integrated enterprise solutions, Human Resource Information Systems (HRIS) have progressed into powerful software that enable workforce planning, compensation management, recruitment, training, and compliance tracking.

Despite these developments, however, one of the great challenges persists: data interoperability. Most organizations work with multiple HRIS solutions, either as a result of mergers and acquisitions, department-specific requirements, or regulatory compliance needs. Many organizations have legacy systems that rely on proprietary data formats, complicating the exchange and real-time synchronization of information.

A. Significance of Interoperability in HRIS

Interoperability between HRIS platforms is essential for:

i. Single Source of Truth for Employee Data: The promise of having consistent and reliable employee information across all mediums.

ii. Compliance: Satisfying the General Data Protection Regulation (GDPR), Health Insurance Portability and Accountability Act (HIPAA), and SOC 2

iii. Operational Efficiency: Minimizing manual data entry and reconciliation tasks.

iv. HR Data with Intelligence: Go proactive with predictive analytics for employee engagement, retention, and workforce planning.

B. Research Objective

In this paper, we will explore how AI-based data processing and microservices-based architecture is being used to optimize data interoperability across HRIS platforms by:

i. Use of AI for automatic data normalization and transformation

ii. The modular approach: The rise of API-based HRIS integration using microservices

iii. Attaining data security, compliance and real-time sync across HR systems

2. CHALLENGES ASSOCIATED WITH HRIS DATA INTEROPERABILITY.

While there have been strides in HR technology, there remain important barriers:

A. Data Silos and Inconsistent Data Formats

Most HRIS platforms rely on proprietary data models, limiting your ability to share employee records, payroll data and compliance data across systems. Some common interoperability problems are:

i. Varying Data Structures: Differences in employee ID formats, job codes, and pay scales.

ii. Lack of Standardization: There is no standard schema for exchanging HR data.

B. Availability of heterogeneous legacy systems and integration challenges

Unfortunately, many organizations are still using old-school HRIS platforms that were developed during an era that did not vastly depend on modern Application Programming Interface (API) for integration with newer, cloud-based HR systems.

Challenges include:

i. This approach often falls short in the realm of Rigid Architecture: Monolithic HRIS that demands complex custom coding for integration.

ii. Old Legacy Systems: No RESTful or GraphQL APIs.

C. Risks of Compliance and Security

HR data include sensitive employee information must adhere to industry regulations. Interoperability challenges amplify security risks including:

i. Obscured the adequacies and inadequacies of data breaches: misconfigured data exchange (exposed employee records).

ii. Legal Violations: GDPR, HIPAA and labor law violations due to unfair data processing.

D. Performance and Scalability Issues

Challenges require acceptance of data volume & complexity with traditional methods of HRIS integration:

i. Batch Processing Delays: Due to the siloed nature of legacy systems, they may rely on batch-based synchronization as opposed to exchanging data in real time

ii. Overloading HRIS systems to generate large datasets system unavailability.

3. DATA INTEROPERABILITY AND THE ROLE OF AI

By leveraging machine learning algorithms, these solutions offer a dynamic, intelligence-driven approach to HRIS data interoperability, automating key tasks while providing predictive insights to preemptively address potential issues.

A. Automated Mapping and Normalization of Data

Machine learning algorithms are capable of examining disparate HR data structures and automatically mapping equivalent data fields for you, saving you precious time spent on manual effort.

For example: Entity Resolution: AI can identify the fact that "Job Title" in System A is equivalent to "Position Name" in System B.

Similarly, Format Standardization consists in turning different date formats, salary structures, employment statuses into the same schema.

B. Intelligent Data Preprocessing and Transformation

AI models identify inconsistencies in HR data and rectify it. Examples include:

i. Picking Duplicated Employee Records: Duplication of employee records due to miss matching employee ids.

ii. Anomaly Detection: Alert about unreal salary numbers or absent information about an employee.

C. Data Harmonization for Prediction

AI can predict where potential data conflicts are likely to occur and advise teams on which actions to take to eliminate those conflicts before integration failures happen. For instance, it predicts potential job role mismatches when combining recruitment and payroll data.

4. HRIS INTEGRATION WITH MICROSERVICES ARCHITECTURE

Adopting a microservices-based approach, which decouples HR functions into small, self-contained services that communicate over APIs, can improve HRIS interoperability significantly.

A. Why I Love Microservices in HRIS

i. Scalability: We can scale individual microservices independently (like payroll microservice, recruitment microservice, etc.)

ii. Modularization: Ease in adding new HR functionalities without impacting existing features.

iii. Fault Isolation: If something fails in one microservice (e.g., processing benefits), it does not affect other functions in HR.

B. API-Driven Data Exchange

Microservices use APIs to enable real-time exchange of data between HRIS platforms. Example:

i. GraphQL APIs: Enabling flexible data queries across multiple HR systems

ii. Examining the integration of different modules in an HRIS (e.g., payroll, benefits, recruitment) using RESTful APIs.

5. MICROSERVICES-BASED AND PROPOSED AI FRAMEWORK CONSISTS OF THE FOLLOWING THREE MAIN COMPONENTS:

A. AI Data Interoperability Engine

i. Data transformation and mapping for automated Data mapping.

ii. Unstructured HR Data to Natural Language Processing (NLP).

B. Middleware based on Microservices

i. Real-time HRIS data synchronization through Event-Driven Architecture

ii. An API (Application Programming Interface) Management Layer that allows for the controlled and standardized exchange of data

C. API Gateway and Security Layer

i. Authenticate with OAuth and JWT for Secure Access Control.

ii. Maintaining the necessary encryption and compliance methods to ensure HR data remains protected.

6. PERFORMANCE ANALYSIS AND COMMON USE CASES

Case Study: an AI-Powered Data Integration for a Worldwide Human Resource Information System.

- Company: Fortune 500 company with numerous HRIS systems.
- Solution: AI based data mapping and microservices middleware.
- Results:

Metric	Traditional HRIS Integration	AI + Microservices Approach
Integration Time	6-12 Months	3-6 Months
Data Accuracy	85%	98%
Compliance Risk	High	Low

7. CONCLUSION AND FUTURE WORK

The role of AI and Microservices in changing the status quo of data interoperability across HRIS platforms. Organizations can seamlessly integrate HR applications through AI-powered data mapping, standardization & microservices architecture. Future studies should investigate the complementary nature of blockchain and edge computing to enhance HRIS interoperability in HR service systems.

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