A STUDY ON USER ACCEPTANCE OF THE HUMAN RESOURCE INFORMATION SYSTEM IN TEXTILE COMPANIES COIMBATORE

Dr. K. Karthikeyan

Assistant Professor (SS)

Department of Management Sciences

PSG College of Arts & Science

Coimbatore, Tamilnadu, India

Abstract :
         To accepting new technology as an end user is a critical concern and it requires that acceptance of changes. The companies are investing more money for development cum implement of (HRIS) in an organisation. Twelve companies are taken for the study in the application of HRIS with three sub-modules. The top management shown more interest to implement HRIS to gain the competitive advantage and cost control. It helps to decide the right steps for further process of the company. In this study aims to find out the influence between sub modules of HRIS in the textile companies. This analysis is developed with the own model for the benefit of future research in Business Process Management (BPM) in HRM. This study covered twelve textile companies located in Coimbatore. The companies were studied over a 3 month period with the acceptance of users of HRIS in various levels of the organisation..The required data was collected from 117 users. From the analysis found that HRIS effectiveness have significant impact on three sub modules of HRM. The end users expectation from management regarding improvement of effectives based on sub module based training rather than common training program for attaining the organisation effectiveness.

IndexTerms – **Human Resource Information System, Users perspective, Sub – modules of HRIS**

I. INTRODUCTION

   Investment for development in HRIS has been increase in recent years in Indian. Small and medium size enterprises are in the position to compete large size companies. To maintain their market and improvement, the organisations have to adopt the system for effective administration and better decision making. According to Harris and Desimone (1995), tracking information concerning an applicant's or an employee's qualifications and demographics, recruitment, professional development, performance evaluation, payroll, retention, and attrition are essential for success at the HR functional level.
In HRIS, the end users are using in the following process
   a. Operational Human Resource Information System
   b. Tactical Human Resource Information System
   c. Strategic Human Resource Information System

         Much more needs to be known about how end users are related to various factors so as to clarify its role in engendering such significant and significantly different effects. Rodriguez, J.M. and Ventura, J. (2003) found that Human Resources Units in organizations now place much emphasis on sharing information, especially ones that affect the workforce. Lederer, A.L. (1984), construct has evolved rapidly into a end users relationships and their values in Human Resource Information System (HRIS). It is a computer-based system that is used to manage the administration of HR processes and procedures. Its purpose is to become more efficient in providing better information for decision making.
         Through the very different work of Kumar (2012), to meet the competition in the global market, firms need to balance their available resources (human and capital) to achieve the desired profitability and survival. In order for end users to cooperate to achieve organisation goals, they need not only to know domain knowledge, but also to trust on information system for development. It is believed that management of human resources is the most important function for every organization that wants to have a competitive edge over its competitors because systems in organizations are formed and ran by humans. Human resource management impact positively when human resource information system with proper business process management followed by the organisation.
         Beulen, E. (2009) stated that HRIS applications show contrast in its functionality from administrative applications, talent management applications, workforce management applications, service delivery applications and workforce analysis and decision support applications. This paper therefore researched into the benefits of HRIS, its contributions to organizations and the challenges associated with its usage. It created towards information system and various benefits of adoption. The research reviewed various articles to understand the concept of HRIS, and interviewed HRIS managers to identify the benefits and contributions of HRIS, the challenges of using this system, profiled findings, conclusion and recommendations of the study.

II. OBJECTIVES OF THE STUDY
   • To determine the effectiveness of human resource information system influenced by sub modules of operational human resource information system, tactical human resource information system and strategic human resource information system

- To understand the age of the users influence on using of HRIS in the organisation

III. PURPOSE OF RESEARCH

The study aims at critically viewing effectiveness of HRIS in 12 organizations in Coimbatore and studies its impact factor regarding HR information system in the organization. The study find out that the whether HRIS has progressed to the desired level of organizational goals. It considered a hindrance in the professional development of HR managers and three major sub-modules. The study helps to know the HR professionals to widening their Human resource information system skills on process basis (sub-module).

IV. RESEARCH METHODOLOGY

4.1. Data Analysis:

To solve the research problem, data was collected from twelve companies' HRIS users. Census study was used to gather information from 117 users through interview schedule. Purposive sampling technique was used. The data were analysed with ANOVA test.

4.2. Research Model

The aim of this research is to measure the relationship strength between HRIS effectiveness with HR practices Therefore, the following four variables were considered to measure the relationship between HRIS-enabled HR practices.

a. Operational Human Resource Information System
   - Employee Information Systems
   - Position Control Systems
b. Tactical Human Resource Information System
   - Job Analysis and Design Information System
   - Recruiting Information Systems
   - Compensation and Benefits Information Systems
   - Employee Training and Development systems
c. Strategic Human Resource Information System
   - Information Systems Supporting Workforce (Supporting labor negotiations, workforce planning and certain specific human resource software.)
   - Specialized Human Resource Information Systems Software
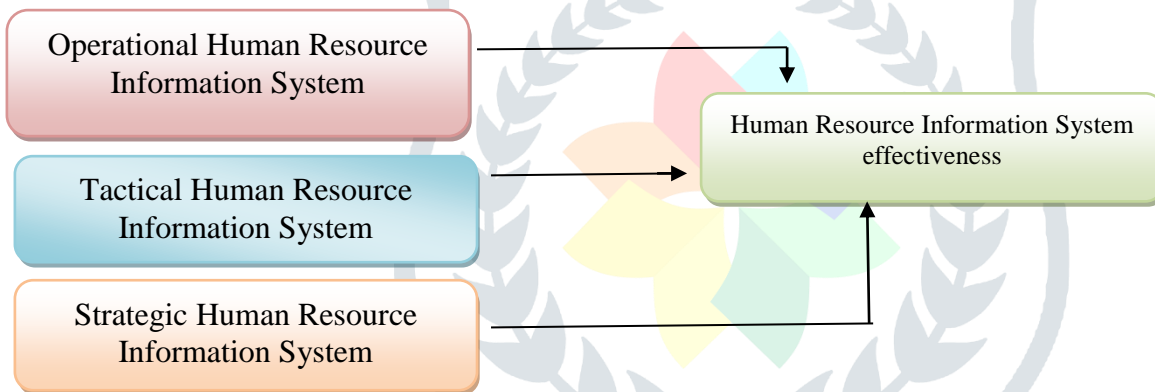
V. RESULTS AND INTERPRETATION

5.1. ANOVA for significant difference between age of the users and HRIS

In order to find the answers to the three research questions mentioned above, a conceptual model was developed with strong theoretical background. Hypothesis: There is no significant difference between age of the users and HRIS

Table: 1. **ANOVA for significant difference between age of the users and HRIS**

HRIS	Age	Sum of Squares	df	Mean Square	F	Sig.	Results
HRIS	Between Groups	0.612	4	0.317	3.106	0.021	
	Within Groups	14.96	113	0.091			
	Total	15.572	117				S

In order to find out that there is any difference between age of the users and HRIS, the ANOVA test was used to find out the significance of difference between two variables. Since the F value (0.020) is lesser than the (0.05), hence there is significant difference between age and the HRIS, and the null hypothesis is rejected.

5.2. Determinant of relationship between HRIS effectiveness

The following table shows the Mean, Standard deviation, ANOVA test of HRIS effectiveness with operational, strategic and tactical HRM in users perspective.

Hypothesis**:** There is no significant difference between HRIS effectiveness with   operational, strategic and tactical HRM

Table: 2. Mean Standard deviation and ANOVA test of HRIS effectiveness

HRM Sub-Modules	N	Mean	Std. Deviation	Std. Error
Operational HRM	117	28.4282	6.42823	0.42642
Strategic HRM	117	64.1842	5.80714	0.33306
Tactical HRM	117	25.1680	3.32402	0.22624
Total	351	113.7804	15.55939	0.54216

Table 3. ANOVA Test for HRIS effectiveness of HRM sub-modules

ANOVA						
HRM Sub-Modules	Sum of Squares	Df	Mean Square	F	Sig.	Result
Between Groups	5769.212	3	35269.755	6.890E1	0.000	
Within Groups	7328.626	348	41.754			***
Total	13097.838	351				

In order to find out that there is any difference between HRIS sub modules, the ANOVA test was used to find out the significance of difference between the variables. Since the F value (0.000) is lesser than the (0.05) and Levene Statistic (16.142) is also lesser than (0.05), hence there is significant difference between three sub-modules of HRIS, and the null hypothesis is rejected.

Table: 4 Significance of difference in opinion between categories based on HRM Sub-Modules

(I) HRIS	(J) HRIS SUB-MODULES	Mean Difference (I-J)	Std. Error	Sig.	Result
Operational HRM	Strategic HRM	-28.61743[*]	0.22635	0.000	***
	Tactical HRM	-6.71864[*]	0.23715	0.000	***
Tactical HRM	Strategic HRM	-21.39574[*]	0.21152	0.000	***

In order to find out that which two groups are significantly different in the selected HRM sub modules, the Post hoc test was used. It is observed from the above table that the F value is lesser than the (0.05) there is significant difference between the HRM sub modules and HRIS effectiveness.

Conclusion

Shibly, H. (2011) HRIS is an integrated system used to gather, store and analyze information regarding an organization's human resources' comprising databases, computer applications, and hardware and software necessary to collect, record, store, manage, deliver, present and manipulate data for human resources function. The study concludes that HRIS is an required application for Human Resource Management effectiveness. It helps to identify the complication for the users in three sub modules of HRIS. It also supports that age factor is the reasons for HRIS. So, the organisation provide training needs basis to the end users, training programs may helps out them to solving their learning problems. The sub-modules also have significant relationship in users' perspective for working in HR system effectively.

Reference

[1] Beulen, E. (2009) The Contribution of a Global Service Provider's Human Resources Information Systems (HRIS) to Staff Retention in Emerging Markets Comparing Issues & Implications in Six Developing Countries. Information Technology and People, **22**, 270-288. http://dx.doi.org/10.1108/09593840910981446
[2] Harris and Desimone (1995) *https://link.springer.com/chapter/10.1007/978-0-387-21591-4_*
[3] Kumar, R. (2012) Human Resource Information System: An Innovative Strategy for Human Resource Management. Gian Jyoti E-Journal, 1, 1-12.
[4] Lederer, A.L. (1984) Planning and Developing a Human Resource Information System. The Personnel Administrator, **29**, 27-39.
[5] Rodriguez, J.M. and Ventura, J. (2003) Human Resource Management Systems & Organizational Performance: An Analysis of the Spanish Manufacturing Industry. International Journal of Human Resource Management, **14**, 1206-1226
[6] Shibly, H. (2011) Human Resources Information Systems Success Assessment: An Integrative Model. Australian Journal of Basic and Applied Sciences, **5**, 157-169.