

**THE IMPACT OF HUMAN RESOURCE INFORMATION
SYSTEMS (HRIS) ON PERFORMANCE OF ORGANIZATIONS
(THE MULTIPLE INDUSTRIES IN KANDY)**



By

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ABSTRACT

Over recent decades, there has been a considerable increase in the number of organizations gathering, storing, and analyzing information regarding their human resources through the use of Human Resource Information Systems (HRIS). Today, many organizations are transforming their HRM functions from manual work processes to computerized work processes.

In Sri Lankan context, lack of empirical evidence to show how the HRIS model affects organizational performance in multiple industries. There is an empirical knowledge gap that exists in the impact of HRIS on the performance of organizations. Hence, this study attempts to fill this knowledge gap. The objectives of this study are to identify the impact of e-recruitment, e-training, e-performance management, and e-payroll administration on the organizations' performance in multiple industries in the Kandy district. To achieve these objectives, data was collected from 240 HR managers and supervisors using a questionnaire. The data were analyzed by using regression analysis.

The findings show that E-recruitment, E-training, E-performance management, and E-payroll administration are all performing well, with a weak positive relationship between E-training and E-recruitment and a strong positive relationship between E-performance management and E-payroll administration and organizational performance. It goes on to say that the most effective functions used by the selected organizations are E-recruitment, E-training, E-performance management, and E-payroll administration. Because the study is based on all human resource information systems, the results are more generalized.

Keywords: Human Resource Information System (HRIS), E-Recruitment, E-Training, E-Performance Management, E-Payroll Administration, Organizational Performance.

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