Impact of education, experience and perception of employees on effective use of human resource information system in the commercial banks in Anuradhapura District

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Abstract

Human resource information system has become a popular topic in human resource management as well as the modern business context. Nowadays, many organizations think human resource information system is an essential as well as a profitable asset to the business. When considering any kind of an information system, the users of the respective information systems play a vital role in achieving the objectives of implementing an information system. This study was conducted to analyze the impact of employee's education levels, experience levels and their perception about the information technology and how those factors influence the effective use of human resource information system. For this study, 120 participants were selected as the samples from commercial banks in Anuradhapura city area. Based on the collected data from the sample, descriptive and quantitative data analysis techniques were used to analyze the data. The results indicate a positive relationship between educations, experience and perception of employees with the effective use of human resource information system. However, further analysis of data depicts an impact of the three factors above mentioned on effective use of human resource information system. Since, this study was based on commercial banks in Anuradhapura city area; it is worthwhile to conduct an extensive research having a larger sample. On the other hand, this study does not cover other factors affecting on effective use of human resource information system such as organizational culture, top management support and implementation processes. Therefore, it would be interesting to study those factors in order to enhance the existing literature on human resource information systems.

Keywords: Education, human resource, human resource information systems.