



Impact of Experience, Education and Perception of Employees on Effective Use of Human Resource Information Systems: A Comprehensive Investigation of Apparel Manufacturing Sector of Sri Lanka

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Abstract

Human resource information systems (HRIS) have become a popular topic in the human resource management and modern business context. Today, many organizations consider HRIS is an essential as well as a profitable asset to the business. It is mainly due to the available benefits of the HRIS to the organization are considerably larger and HRIS enables HR departments to become more strategic than a service center to the organization.

When considering any kind of information systems, the users of information systems play a vital role in achieving the objectives of implementing an information system. Therefore, this study was conducted to analyze the impact of employee learning levels, experience levels and their perception about information technology (IT) and how those factors influence the effective use of HRIS. For this study 120 participants were selected as the samples from apparel giants in Sri Lanka, where the response rate was 76% yielding 92 respondents to the survey.

Based on the collected data from the sample, descriptive and quantitative data analysis techniques were used to analyze the data in order to arrive at the conclusion of this study. Analysis of data interprets a positive relationship between perception and experience of employees with the effective use of HRIS while education is having high positive impact on the effective use of HRIS. However, further analysis of data depicts an impact of the three above mentioned factors on effective use of HRIS. Since this study was based on two apparel giants in Sri Lanka, it is worthwhile to conduct an extensive research having a larger sample considering organizational culture, top management support and implementation processes of HRIS therefore it would be interesting to study on those factors in order to enhance the existing literature.

Keywords: *Apparel Manufacturing Sector of Sri Lanka, Experience, Education, Employees, Human Resource Information Systems, Perception*

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