

The Application of Human Resources Information Systems for Enhancing Output in Agricultural Companies

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ABSTRACT

Traditional methods of human resource management (HRM) are being replaced by information technology based Human resource system to tackle ever growing complex HRM systems. (Bondarouk T, 2009). Integrated information systems, and particularly human resources information systems (HRIS), can increase productivity and service quality while reducing operating costs. They help companies make strategic decisions that give the company a competitive advantage over its competitors. Finally, each of the above factors has a significant impact on the Human Resource Management (HRM) implementation process.

Leaders of many different organizations, especially agricultural organizations, attach great importance to the implementation of IT systems in order to maintain their position as competitors in the market. Compared to the private sector, the public sector is slower or more difficult to adopt new technologies. HR managers in all organizations are the most important business partners of their companies. Thanks to close collaboration between IT and HR departments, human resource management (HRM), and in particular HRIS technology, is evolving into a discipline that can lead human resource management into a new era. The increase in the number of individuals using HRIS can be attributed to the fact that HR managers do not adequately monitor IT-related personnel activities and the capabilities of these activities. (Moussa & Arbi, 2020). As more companies become aware of HRIS capabilities and ways to use them, interest in their adoption, implementation and use is increasing. Awareness is important in this process and organizations need to know what HRIS can do to know how it can help them.

Keywords: HRIS, Performance Appraisal, Training Needs, Factor Analysis

INTRODUCTION

Background

Because of reasons such as globalisation, rapid technical advancement, the advent of the knowledge-based economy, and other developments that have occurred over the course of the last 20 years, it is now more necessary than it has ever been for companies to use information technology. Researchers have shown that the introduction of new technologies results in changes to the ways in which things are carried out in a variety of settings, including businesses, schools, governments, families, and even battlefields. Additionally, it alters the ways in which employment are created, how human resources are planned, and the ways in which individuals operate inside businesses. The conventional methods of managing human resources aren't always effective due to the many causes of change. Integrated information systems, and in particular human resource information systems (HRIS), may boost productivity and service quality while simultaneously reducing operational expenses. They also make it simpler for firms to make strategic choices, which provides the company with a competitive advantage over its rivals. In the end, each of the aforementioned factors has a significant impact on the operational procedures of human resource management (HRM).

The leaders of many different organisations, notably agricultural firms, are placing a strong emphasis on the implementation of IT-based procedures in order to maintain their position as market competitors. When compared to the private sector, when it comes to the process of adopting new technologies, the public sector is either slower or more difficult. The directors of human resources at each organisation serve as their respective companies' strategic business

partners. Because of the close collaboration between IT and HR departments, human resource management (HRM) technology, and notably HRIS, is developing into a discipline that has the potential to usher HRM into a new and more contemporary era. An increase in the number of individuals utilising HRIS may be attributed to the fact that HR managers do not pay sufficient attention to IT-based human resource operations and the potential of these activities. As more companies become aware of the capabilities of HRIS and the ways in which it may be used, their interest in acquiring, putting it into practise, and making use of it grows. In this process, awareness is very crucial, and the organisations need to be aware of what HRIS is capable of doing in order to investigate how it may assist them.

At this very moment, the consequences of information and communication technology (ICT) are expanding, and not simply in the realm of commercial enterprise. The use of information and communications technology (ICT) has and will continue to have a significant impact on individuals, companies, and society as a whole. According to the findings of an OECD research titled "ICT, E-Business, and SMEs," companies of all different sizes and industries make use of the Internet and other information and communication technologies. This includes farming, which is often seen as a more conventional sector. In the next 10 years, one of the primary objectives of the strategy is to raise the level of digital innovation in the agricultural sector. The process of hiring new employees will be digitised as one approach to achieving this goal. There are a lot of specialists who believe that software has the ability to assist human resource management expand, and they point that out. The senior management of the corporation believes that the company's operations would improve if information and communication technology (ICT) is used in the human resources (HR) and dealing with people divisions. Following current management trends, which emphasise the development of organisational and social capital with a focus on setting up processes, including staff processes, that cover the evaluation of economic demands and identification of the resulting values, such as key metrics (profit, costs, return on investments), as well as dependent metrics, the current emphasis on digitization and the use of information and communications technology (ICT) in all industries, including agriculture, is a natural progression from previous management trends (outsourcing and costs, fluctuation costs and recruitment costs). The use of information and communications technology is beneficial in managing all aspects of human resources, although to varying degrees. Users are able to get information via the use of automated systems which may gather, store, process, display, and deliver information to users. It is essential that it be made abundantly clear that when people talk about "HR information system," they are referring to more than simply a computer system. It involves having a comprehensive and analytical picture of the information pertaining to employees. If information and communications technology is used effectively, corporate activities in any industry may become more efficient. It is possible to achieve this goal without making it more challenging for workers to generate new ideas or communicate with one another.

Corporate intranets have evolved from a collection of static websites into an information system that is completely connected and has a dynamic component over the course of the last few years (IS). Modern employee portals make it possible for businesses to integrate their front-end information, communication, and application systems, as well as their knowledge sharing and business processes. In contrast to the earlier generation of intranets, which just gave a user interface to static material, this newer generation of intranets offers far more functionality. It's possible that using an employee portal is the sole option for employees to do their tasks in some circumstances. In theory, employee portals should offer numerous benefits to both organisations and their staff members, including a reduction in the amount of information that is received at once, a decrease in costs for the organisation, improved corporate communication and knowledge management (KM), and employees who are more productive. Employee portals are key tools that may be used to enhance a company's overall performance by helping to manage corporate information. This can be accomplished via the usage of employee portals.

Problem Statement

The departments of human resources that are housed inside agricultural businesses are of utmost significance for facilitating the free flow of information and ensuring the accomplishment of organisational objectives. The level of efficiency already present in the HR department is one factor that plays a role in how smoothly new technologies is implemented. When it comes to human resources, having the ability to manage vast volumes of data might result in cost savings. Comprehensive HR management is usually required to assist in setting things up and running them in a variety of different areas while also adhering to all applicable regulations. The primary objective of any HRIS is to maintain a repository for personnel records in addition to other types of operational data, such as employment contracts. The most

significant advantages of using HRIS are: keeping track of important deadlines; keeping track of all relevant employee information (entry card, items given to them, keys); keeping track of soft performance data; keeping track of employment contracts; keeping track of HR agendas in one place; keeping track of job candidates, hiring announcements, and terminations of employment; and keeping track of soft performance data. The installation of an information system in an organisation is impacted by a variety of elements, including, but not limited to, the size of the organisation, the local environment, and, last but not least, the company's emphasis. Because of the significance of the information, it must be kept secure, and there must be provisions made for the protection of sensitive data. Because the company's systems are connected to those of other companies, maintaining a high level of security is essential. The value of human capital contributes significantly to the rate of innovation as well as the overall performance of businesses. In point of fact, a person's capacity for learning improves in tandem with their increasing IQ. Workers benefit from this in that they are more equipped to conceive of original ideas. In order to preserve and expand this precious human capital, managers need to pay particular attention to the function of human resources management (which includes recruiting, training, and remuneration, among other things). The acquisition of information systems for human resources has been of assistance in this regard.

AIM

The critical aim and objectives of the study is:

To understand the critical impact of using HRIS for recruitment process towards enhancing output in agricultural companies

To analyse the importance of applying HRIS in performance appraisal for enhancing output in agricultural companies

To apprehend the role of implementing HRIS to plan training requirements of the employees for enhancing output in agricultural companies

To measure the effect of management support in implementing HRIS towards enhancing output in agricultural companies.

RESEARCH QUESTIONS

Is there any significant association between HRIS based recruitment process and enhancing output in the organisation?

Will there be a significant influence of applying HRIS in performance appraisal for enhancing output in agricultural companies?

Does the implementation of HRIS in planning training requirements support in enhancing output in agricultural companies?

Is there a significant association between management support in implementing HRIS towards enhancing output in agricultural companies?

Conceptual Framework

Independent Variables Dependent Variable

HRIS

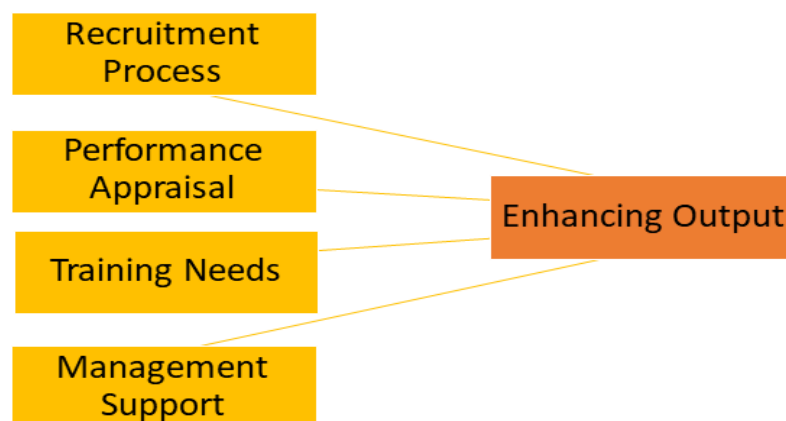


Fig 1: Conceptual Framework

SIGNIFICANCE

HRISs are beneficial to the HR function, which analyses the ways in which information and communication technologies influence the HR function in three different ways. This analysis helps the HR function become more contemporary and expand. according to the findings of the research, the operational and relational implications that HRIS has on the HR function. The operational impact may have the ability to enhance the efficiency of human resources operations, can lead to the automation of the daily duties and operations of the HR function, and can, in the long term, lead to an increase in the productivity of HR professionals. Relationships will be improved if the amount of time it takes for consumers to have their demands fulfilled is decreased, as will the amount of time it takes to make HR workers happier and more accepted by the organisation. On the other side, researchers said that after making use of an HRIS, staff employees will be able to do their responsibilities in a speedy, accurate, and extremely effective manner. The use of an HRIS is critical to the accomplishment of the HR function. Additionally, HRIS includes advantages such as prompt replies, simple access to information, increased administrative efficiency, improved reporting, and improved decision-making. According to Laval and his colleagues, the Human Resource Information System (HRIS) also has an effect on both the short-term and the long-term management of people. In addition, the role that information systems play in making development more environmentally friendly. In a manner quite similar, HRIS is useful in assisting with the process of making strategic choices. In point of fact, the higher levels of the hierarchy will make strategic judgments with the assistance of what information they have gleaned about the system. Information helps eliminate ambiguity, bridges the gap between forecasts and actions, and generates data that may be incorporated into decision-making processes. Today's companies recognise the need of investing money in their human resources as a means of bolstering their organisational capabilities and ensuring that they will continue to operate. In an economy that is driven by knowledge, the performance of an organization's human resources is a significant contributor to that organization's overall success. If businesses want their staff to be more productive, they need to get rid of the most advanced technological systems and tools they have. Numerous studies have shown that human resource information systems, often known as HRIS, are critical to achieving higher levels of productivity and performance. The only way for a new company endeavour to be successful is for the whole workforce to put in significant effort. It is likely that a person's level of dedication to the organisation influences how they make use of HRIS as well as the amount of creativity they are capable of.

People working in HR and management who are unable to think analytically are a hindrance to the expansion of HR and the use of ICT, particularly in the agricultural sector. However, the need for a human resources information system is expected to lead to an increase in the practise of outsourcing HR duties across all industries (HRIS). In the field of agriculture, it is essential to place a strong emphasis on cost analysis, and this is particularly the case in the COVID-19 age. The easiest approach to find out how to organise the work and learn how to make judgments based on facts, such as personnel statistics, is to do so using the method outlined below. Because, for instance, the data from Agriculture 4.0 may be utilised to aid with reporting, accounting (inventory), management decision-making, and human resource planning, which includes alternatives for replacing personnel in the event of sickness or succession, ICT can help with these duties. The term "agricultural 4.0" refers to the upcoming significant shifts that will take place in the sector, such as a greater emphasis on precision agriculture, the internet of things (IoT), and the use of big data to improve operational efficiency in the face of population growth and climate change. These shifts are expected to take place in the next few years. The phrase "agriculture 4.0" refers to all agricultural activities that are done based on a precise and accurate analysis of data and information that is received and supplied by cutting-edge equipment and technology. Precision farming has undergone certain changes as a result of these advancements. This refers to the many approaches and strategies that, in order for the various digital 4.0 technologies to cooperate with one another, are required. Because of this, it is now feasible for data to be automatically acquired, integrated, and analysed after coming from the field, sensors, or other external sources. These technologies are intended to provide farmers with information that is as exhaustive and precise as is humanly possible, with the goal of assisting farmers in making decisions regarding their businesses and the manner in which they collaborate with other participants in the supply chain.

LITERATURE REVIEW

A Human Resource Information System is implemented in a company so that it may get an advantage in the marketplace and push its rivals to the outskirts. Many businesses have improved their competitive standing by using HR systems.

According to Hani (2013), many empirical researchers think that the threat of rivalry is a strong motivator that forces businesses to adopt and distribute IT. There is a growing tendency toward the long-term decrease of Human Resource expenditures and a strategic role in businesses as they transition to a knowledge-based economy. The organisational structure of the business has to be examined to determine whether it helps or hinders the company's willingness to accept new innovations. This is shown by a number of constraints, including but not limited to the degree of organisational centralization, the level of employee specialisation within the structure, and the successful completion of a number of organisational tasks. Human Resource Information System adoption within the aforementioned parameters will heavily rely on the level of familiarity existing employees have with the system.

In order to reduce the cost of running the human resources department and increase its effectiveness and productivity, businesses with extensive network linkages must use Human Resource Information Systems to enhance the supply of services and the level of performance in everyday work. Establishing a skilled and specialised team of Information Technology specialists is a necessary first step for widespread adoption of Human Resource Information Systems across a company's competent workforce (Khan, Hasan & Rubel, 2015).

The ability to anticipate technological developments has become a defining feature of modern civilisation across all political spectrums. The various methods have become distinct. Technology's relentless march forward means that it will someday overtake and even exceed humankind. The worldwide economy is powered by the concentration of people. It is widely believed that the technical innovations of today's civilization are founded on a consistent method for elevating human potential, making them immune to catastrophe (Igbaria and Cavaye, 2012). It is the responsibility of the organisation to evaluate the capabilities of the technology at the time of system installation and accept it for the efficient implementation of the "Human Resource Management Information System."

Social impact has been shown to have both direct and indirect effects on the uptake of "Human Resource Information Systems" (HRIS) by Rahman, Qi, and Jinnah (2016). Intentions to act as a mediator between direct and indirect causes. An important addition to the literature on tactics to better the financial sector as a whole. Theoretical and managerial implications of this work are substantial.

Methodologies and challenges associated with Human Resource Information System installation costs were made public by Kanake and Onyiego (2016). Apparently, the Human Resource Information System has been met with unfavourable criticism from workers, who have had trouble making the switch from the old manual system. Colleges have a variety of challenges, including a lack of competent employees, rising maintenance costs, and a resistance to changing long-standing practises. Findings from this study show that HRIS development within the organisation must be guided by clear objectives. To successfully adopt a Human Resource Information System, a company must first buy the system that will best serve its requirements. It is essential that Human Resources specialists and other staff members at the company get regular training to operate the HR management system effectively and efficiently. Human Resource Information System features improve HR procedures by centralising and standardising data collection, storage, retrieval, analysis, and presentation. HRIS has the potential to affect the company's brand, save costs, and boost productivity. Human resource professionals might devote more time and energy to strategic-level tasks with the help of the Human Resource Information System (HRIS) (Lee, Lee, & Kwon, 2015).

Lee (2014) investigated how technological processes change depending on context. The research shows that HRM has grown up and taken on a more strategic role, one that takes into account the organization's primary goals. Unfortunately, not all of these solutions are compatible with the needs of the business and follow the norms that have been set. Which means businesses need the most cutting-edge gadgets and software available.

The factors that affect the proper implementation of HRIS were analysed by Fatuma (2014). Respondents to a study agreed that the success of a Human Resource Information System deployment depends heavily on buy-in from upper

management, clear lines of communication and training, technical and human resource support, and the involvement of end users.

Chapman & Webster (2013) looked at how technology is used in the hiring process, specifically to sift through a huge number of resumes to find the most suitable applicants. According to the findings, Human Resources is an integral aspect in solving three major problems. The first challenge lies in the necessity for money to improve the system and the backing of the upper management team. One other stumbling block was the complexity of managing the many parts of the system. Third, when a new system is adopted and upgraded, users, particularly managers and workers, must be convinced to embrace it.

The elements that influence management's HRIS adoption decisions were studied by Alam et al. (2016). Support from upper management, infrastructure, perceived cost, personnel capabilities, and competitive pressure were shown to be the five most important elements. Technology, people, organisation, and environment are other crucial factors to consider. In sum, the study revealed significant differences across all characteristics among the groups who adopted the technology. Financially, Human Resource Information Systems (HRIS) are a major outlay for small and medium-sized enterprises alike.

But before making such an investment, businesses should weigh the potential returns. As a result of HRIS features like document organisation, leave management, a streamlined payment process, and more, employees may reap several monetary advantages. Human Resource Information Systems' (HRIS) widespread adoption is also impacted by the size of the organisation (Taylor & Francis, 2017). Companies today are realising that the benefits of Human Resource Information Systems should not be limited by national boundaries, especially in light of the increased globalisation of the economy.

Due to the internet, multinational firms are increasingly relocating their headquarters to another country. Human resource functions are undergoing a period of profound change as a result of the internet. The development of cutting-edge technologies has led to the widespread use of HR-IS. In order to get the outcomes, you want, you need to deploy HR information systems successfully. There will be a waste of time, money, and the company's resources if this is not done. Ineffectiveness in the HR information system is the root cause of this problem.

An HR information system that works well would provide a company a leg up in the marketplace. Researchers have settled on the definition of a Human Resource Information System (HRIS) as an overarching structure for the collection, storage, and analysis of HR-related data inside an organisation. Several scholars agree that the core premise behind Human Resource Information Systems is that it is an integrated system that records and regulates the Human Resource operations of an organisation in an efficient and effective manner.

Badhurudheen (2018) found that elements unique to the internal environment had a positive impact, including the CEO's social technology skills, the backing of senior management, the centralization of power, and knowledge of HR information systems.

Effective implementation of Human Resource Information Systems was studied by Aldmour, Love, and Alzubi (2013), who looked at the connection between motivation, resource availability, and skill. The author also emphasised the importance of employee motivation when it comes to introducing new technologies inside an organisation. Competence proves that you have the requisite expertise to deploy HR information systems. Effective adoption of Information Technology and collaboration inside an enterprise are what we mean when we talk about the "willingness of technology." When businesses have a dedicated IT division staffed by experts, they are more inclined to use IT-based solutions. Also, knowing how to use IT is crucial in today's business world.

Internal factors such as corporate subcomponents, technical support, employee structure, educational level, etc. are seen as crucial to a company's competence and organisational readiness. Human Resource Information Systems are able to grow beyond the regional level thanks to technological networking, and the internet plays a role in their globalisation. It just takes a few minutes for a manager to set up an account on one of these platforms and then they can check in on their staff from anywhere in the world. The relevance of MIS increased as the concept of the global village gained traction. The main benefits of HRIS include improved accessibility to information, cost savings, boosted productivity,

and elevated quality of service. Increases in data quality, processing efficiency, speed, and the provision of reliable and desired outcomes are also crucial (Anitha & Aruna, 2015).

RESEARCH METHODS

Descriptive research methodology was used for this study to provide an accurate and organised description of the phenomenon under investigation. This method of inquiry works best when there are several factors at play in the research question. The descriptive technique is very helpful for gathering primary sources of data for a study. The current study makes use of a number of methods; the primary data source is a closed-ended questionnaire, and the respondents are supply-chain employees. In order to understand past study on the same issue, the researcher chooses closed-ended questions on supply chain management using a 5-point Likert scale and then gathers secondary data from online libraries like ProQuest, Google Scholar, etc. The major purpose of this study is to analyse the survey data collected, making it a quantitative study; the researcher is using convenience sampling to pick the respondents; and 145 participants have been chosen.

Exploratory factor analysis was used to account for the observed variables' variation by focusing on a smaller set of latent component variables. Several manifest variables' associations were evaluated, and the resulting correlational groupings were used to guide the investigation. As a pre-requisite for factor analysis, we tested whether or not the given variables have a unitary correlation matrix (correlation coefficients between variables are null). Bartlett's sphericity test contradicted the null hypothesis.

FINDINGS

This part enables in presenting the critical data analysis and findings of the study, based on the data collected. The major analysis used are percentage rate analysis, Correlation analysis and Factor analysis and Chi square test

Table 1: Percentage rate analysis

Respondents Gender	Frequency	Percent
Male	79	54.5
Female	66	45.5
Respondents Age	Frequency	Percent
20 - 25 Years	21	14.5
26 - 30 Years	77	53.1
31 - 35 Years	31	21.4
36 - 40 Years	16	11
Education	Frequency	Percent
Under Graduation	44	30.3
Post Graduation	83	57.2
Others	18	12.4
Designation	Frequency	Percent
HR Executive	47	32.4
Operational Managers	63	43.4
HR Manager	35	24.1
Experience	Frequency	Percent
1 - 3 Years	30	20.7
3 - 6 Years	44	30.3
6 - 9 years	23	15.9
9 - 12 Years	16	11

Above 12 Years	32	22.1
Total	145	100

Based on the table 1, it is identified that 54.5% were male and 45.5% were female, 53.1% were in the age group of 26 - 30 Years, 21.4% were in the age group of 31 - 35 Years, 21.4% were in the age group between 31 - 35 Years, 14.5% were in the age group between 20 - 25 Years and 11% were in the age between 36 - 40 Years. Also, noted that 57.2% have completed postgraduation, 30.3% have completed under graduation and remaining have completed other course. 43.4% were currently working as operational managers, 32.4% were working as HR executive, 24.1% were working as HR Managers. 30.3% possess experience between 3 - 6 Years, 20.7% were possessing 1 - 3 Years of experience, 22.1% possess Above 12 Years of experience, 15.9% possess 6 - 9 years of experience and 11% possess 9 - 12 Years of experience.

Table 2: Responses towards HRIS support in Cost Reduction.

Cost Reduction	Frequency	Percent
Strongly Disagree	9	6.2
Disagree	13	9
Neutral	25	17.2
Agree	53	36.6
Strongly Agree	45	31
Total	145	100

From table 2, it is noted that 36.6% of the respondents have agreed that HRIS support in cost reduction in the organisation, 31% of the respondents have strongly agreed to the statement, 17.2% were neutral, 9% have disagreed and 6.2% have strongly disagreed to it.

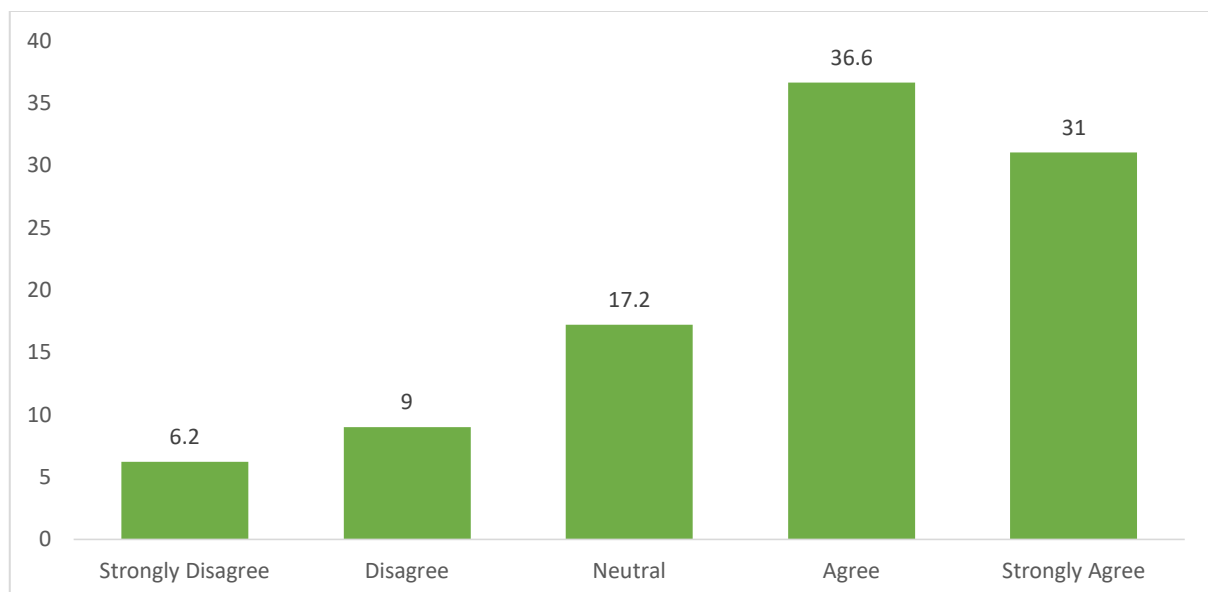


Fig 2: Responses towards HRIS support in Cost Reduction.

Table 3: Responses towards HRIS enable in Effective Internal Communication.

Effective Internal Communication	Frequency	Percent
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Strongly Disagree	11	7.6
Disagree	12	8.3
Neutral	24	16.6
Agree	48	33.1
Strongly Agree	50	34.5
Total	145	100

Based on table 3, the analysis shows that 34.5% of the respondents have strongly agreed to the statement that the application HRIS enable in effective communication, whereas 33.1% of the respondents have agreed to the statement. On the other hand, 16.6% were neutral to the statement. 8.3% have disagreed and remaining 7.6% have strongly disagreed that HRIS enable in effective internal communication.

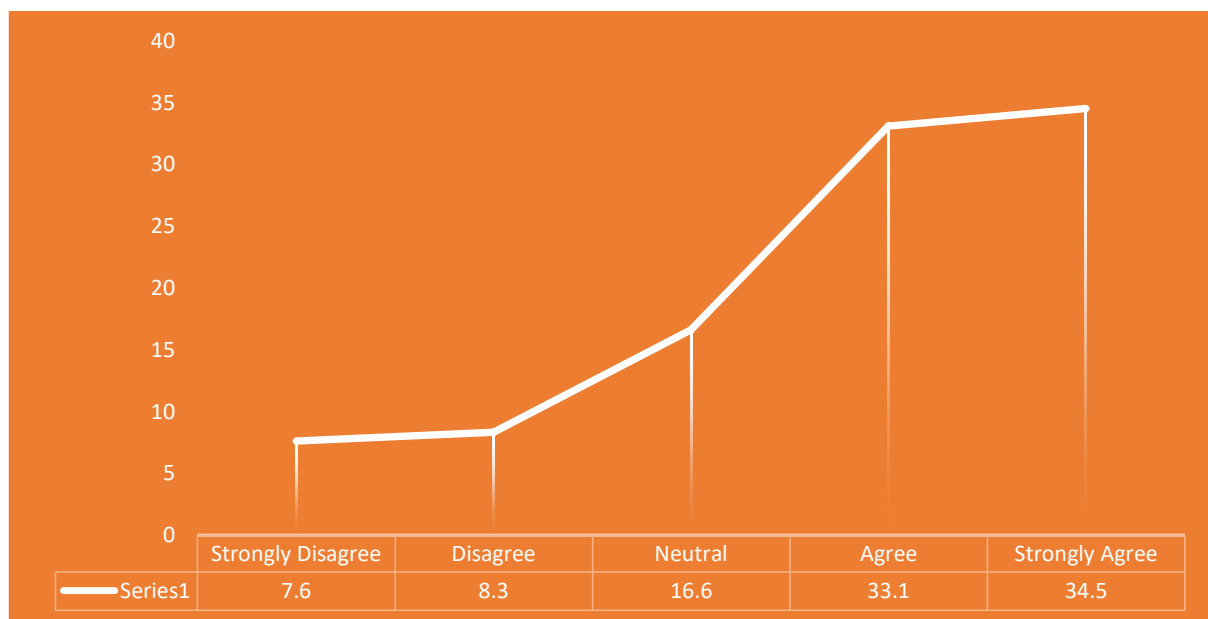


Fig 3: Responses towards HRIS enable in Effective Internal Communication.

Correlation analysis

The next analysis is involved in measuring the nature of association between independent variables : Recruitment Process; Performance Appraisal; Training Needs and Management Support and dependent variable, Enhancing Output .

Table 4: Correlation analysis.

Coefficients	Recruitment Process	Performance Appraisal	Training Needs	Management Support	Enhancing Output
Recruitment Process	1	.895**	.841**	.712**	.840**
Performance Appraisal	.895**	1	.855**	.814**	.839**
Training Needs	.841**	.855**	1	.746**	.764**
Management Support	.712**	.814**	.746**	1	.724**
Enhancing Output	.840**	.839**	.764**	.724**	1

From correlation analysis, it is noted that the highest correlation analysis among the independent and dependent variable exists between Recruitment Process and Enhancing Output which is at +0.840, also the correlation between

Performance Appraisal and Enhancing Output is +0.839, these two factors possess very high correlation towards the dependent variable, Furthermore, it is identified that Training Needs and Enhancing Output possess correlation of +0.764 and lastly, Management Support and Enhancing Output is at +0.724.

Factor Analysis

Researchers may use factor analysis, a strong method for reducing the amount of data required for their studies, to investigate ideas that are difficult to assess directly. Factor analysis is a method that takes a vast number of variables and distils them down to a manageable number of underlying components. The result is data that is both understandable and useful. The KMO (Kaiser-Meyer-Olkin) and Bartlett tests, which examine the data's substantial correlation, are the first step in assessing whether or not the data are sufficient and may be used to evaluate the factor analysis. These tests were named after the three researchers who developed them. If the KMO value is more than 0.50 and the Bartlett significance is lower than 0.05, then the data may be used without modification.

Table 5: KMO analysis.

KMO	0.941
Bartlett val	3336.22
Df	105
Sig.	0.00

From table 5, the KMO value is at 0.941, which is more than 0.50 and Bartlett sig value is 0.00 which is less than 0.05, hence it can be stated that the data is adequate and factor analysis can be performed.

Table 6: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	11.917	79.445	79.445	11.9	79.445	79.445
2	0.688	4.584	84.028	12.6	84.029	84.028
3	0.566	3.771	87.799	13.2	87.8	87.799
4	0.426	2.839	90.638	13.6	90.639	90.638
5	0.31	2.067	92.705			
6	0.226	1.508	94.214			
7	0.182	1.214	95.428			
8	0.157	1.048	96.476			
9	0.133	0.89	97.365			
10	0.101	0.672	98.038			
11	0.081	0.542	98.580			
12	0.069	0.46	99.039			
13	0.054	0.36	99.400			
14	0.048	0.319	99.719			
15	0.042	0.281	100.000			

Based on the table 6, it is identified that the major 4 factors tend to cover 90.638% of the variances. The first 4 factor possess a loadings of : 79.445; 4.584; 3.771 and 2.839 in variances.

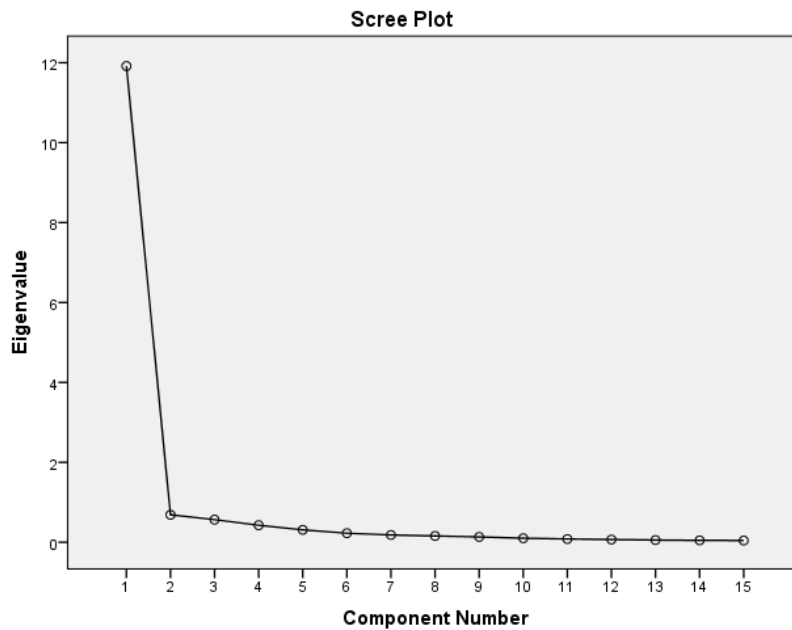


Fig 4: Scree Plot.

The above figure represents the total variances in the graphical format, this clearly shows that the 4 factors have extracted nearly 90.638% of total variances.

Table 7: Factor Loadings

Constructs	Statements	Factor Loading
Recruitment Process	Better connectivity for new hires	0.935
	Enable in generating data and information for recruitment	0.938
	Enhanced HR forecasting	0.920
Performance Appraisal	Measuring performance through each KRAs	0.914
	360 degree feedback	0.919
	Transparency in appraisal process	0.937
Training Needs	Meeting the training needs based on requirements	0.914
	Checking the progress effectively	0.810
	Training outcomes are measured effectively	0.903
Management Support	Co-operation of top management and seniors	0.801
	Focus on continuous investment in HRIS	0.831
	Management strategies to use HRIS to make their decisions better	0.849
Enhancing Output	Generate enhanced output	0.896
	Investment in HRIS implementation make the organization cost effective in future	0.894
	Organization's willingness to invest to get competitive advantage	0.893

From table 7, it is noted that the major statements influencing the factor loadings are “Enable in generating data and information for recruitment” which possess value of 0.938, “Transparency in appraisal process” has value of 0.937, Better connectivity for new hires” possess value of 0.935, and “Enhanced HR forecasting” has value of 0.920.

Chi Square test

Table 8: Chi square test between Recruitment Process and Enhancing Output

Recruitment Process	Value	P
Pearson Chi-Square	214.519a	0.00
Likelihood Ratio	168.629	0.00

From the analysis, the chi square value is at 214.51 and corresponding p val is 0.00 which is less than 0.05, hence can be concluded that there is a significant difference between Recruitment Process and Enhancing Output.

Table 9: Chi square test between Performance Appraisal and Enhancing Output

Performance Appraisal	Value	P
Pearson Chi-Square	220.682a	0.00
Likelihood Ratio	164.866	0.00

From the analysis, the chi square value is at 220.6 and corresponding p val is 0.00 which is less than 0.05, hence can be concluded that there is a significant difference between Performance appraisal and Enhancing Output.

Table 10: Chi square test between Training Needs and Enhancing Output

Training Needs	Value	P
Pearson Chi-Square	192.018a	0.00
Likelihood Ratio	152.765	0.00

From the analysis, the chi square value is at 192.01 and corresponding p val is 0.00 which is less than 0.05, hence can be concluded that there is a significant difference between training needs and Enhancing Output.

Table 11: Chi square test between Management Support and Enhancing Output

Management Support	Value	P
Pearson Chi-Square	154.151a	0.00
Likelihood Ratio	122.917	0.00

From the analysis, the chi square value is at 154.15 and corresponding p val is 0.00 which is less than 0.05, hence can be concluded that there is a significant difference between Management Support and Enhancing Output.

DISCUSSION

HRIS systems are used to collect data about an organization's human resources, store that data, analyse that data, and communicate that analysis with other users. HRIS might potentially benefit from the use of practises that enhance the training's efficacy, efficiency, and support. Businesses may be able to save time and cut down on mistakes by incorporating the HRIS into the automation of their benefits operations. As a direct consequence of their widespread adoption, managers at the most senior levels of an organisation often make use of employee self-service computer systems. The Human Resource Information System (HRIS) is far more efficient than the previous payroll system, which was both time-consuming and prone to making mistakes. The process of entering data is streamlined, and on the payroll side, all of the benefits and deductions may be set up in a hurry. One of the most effective ways to guarantee employee engagement in performance management is to make use of an HRIS (human resource information system). Inadequate staff training, high expenses associated with the move from manual to automated human resource

management, and a lack of technological expertise and infrastructure. One of the most frequent and significant obstacles to the efficiency of HRIS is a shortage of appropriate money, which needs to be authorised by higher management. The company uses HRIS for administrative and pay benefit functions in their organisation. It is a highly developed piece of software with the purpose of enhancing the productiveness and efficacy of work linked to human resources. HR professionals utilise a variety of tactics to ensure that the HR department is held responsible for the development and advancement of the company's workforce.

Research on correlation found a link of +0.840 between the process of recruiting new employees and increasing production, while studies on correlation found a connection of +0.839 between performance evaluation and improving production. These two factors have very robust associations with the dependent variable, which contribute to increased production. In addition, it has been shown that the association between improving production and management support is +0.724, while the relationship between growing output and training needs is +0.764. Both of these relationships are positive.

The first problem, referred to as the Recruitment Process, is connected to the enormous number of processes that are carried out inside the organisation and the need for doing frequent statistical evaluations using at the very least fundamental statistical methods. The second component is the Performance Appraisal, which places a focus on taking the initiative to adapt to new technology and processes, having management that is dedicated to adopting the HRIS system, and having management strategies that use HRIS to enhance decision-making. In order for software to be legally compliant, it must have sufficient adaptability to respond to changes in significant regulatory regulations. The third and last factor to be considered is the assistance provided by management. The capacity of an organisation to handle its operational costs has an impact on the effectiveness of its human resource information system (HRIS). The implementation of HRIS requires an initial investment, but in the long term it will save the organisation money. The desire of organisations to spend money in order to gain a competitive advantage and their capacity to absorb the expenses of operations are two important factors.

CONCLUSION

The primary purpose of any HRIS is to maintain personnel records along with other types of performance information such as operating systems. The main benefits of using an HRIS are: recording important deadlines; maintenance of all relevant staff information (records, supplies, keys); Management of soft work data; project document management; centralized management of personnel processes; Retention of applicants, employment notices and terminations; and manage cold process data. The establishment of an information system in an organization is affected by various factors, including, but not limited to, the size of the organization, the environment, and ultimately the focus of the business. Due to the sensitivity of the information, it must be protected and sensitive data protection measures must be in place. Since company systems are interconnected with other companies' systems, it is important to maintain a high level of security. The value of human capital contributes significantly to the level of innovation as well as the overall performance of firms. In fact, a person's ability to learn improves as their IQ increases. This benefits employees as they are better equipped to visualize original ideas. To protect and improve this valuable human resource, managers should pay special attention to human resource management activities (including recruitment, training and compensation). Access to acquired IT capacity has helped in this regard.

The accuracy and efficiency of all HR-related tasks, such as hiring new employees, selecting applicants for open positions, conducting performance reviews, training employees, etc., can be improved with the assistance of HRIS. The system contributes to a reduction in the amount of work that must be completed by each department and ensures that a greater number of resources are utilised, jobs are completed, and tasks are simple to complete. Additionally, it ensures that the procedures of any other departments that are relevant to the workflow are maintained consistently. The entire human resources department has been tasked with the responsibility of ensuring that work patterns, resource tracking, and all procedures are completed on time. This is an important responsibility. The problems have been solved on the basis of user-friendly information technology programmes that will assist the department in automating the majority of the difficult tasks that it faces on a daily basis and elsewhere within the company.

RECOMMENDATIONS

It is the responsibility of managers to persuade staff members of the value of using HRIS. The project of investing in HRIS necessitates a change of the company as a whole. There will never be a shortage of staff members who are resistant to altering the way things are carried out. It's possible that the emotional investment of workers will help reduce their resistance to change. Our findings could be helpful to HR managers in their attempts to grow their organisations, which would be really cool. A HRIS project not only makes the job of the HR department easier, but it also assists workers in expanding their creative capacity and improving the quality of the services that they provide. Because of our findings, managers may now have a better understanding of the advantages of beginning an HRIS initiative. In order to be successful and accomplish what has been set out to do, it is necessary to search for and develop a comprehensive implementation. In point of fact, HRIS makes the HR function easier to do, automates administrative activities, does away with duplicate employment, lowers expenses, and improves the quality of service. Creativity is the best strategy for living in an environment that is becoming more unpredictable and for competing successfully in marketplaces both domestic and international. In order for managers to accomplish this objective, they need make investments in the development of new technologies and transition to integrated information systems such as ERP. The nature of the connection that exists between HRIS use and the innovative capacity of HR professionals is the primary subject of the first component of our research. After then, an analysis of this association's moderating impact is carried out. Our findings suggest that the use of a wide variety of HRIS tools and features encourages the expansion of the creative capacity of HR staff. To begin, the human resources staff members who were questioned said that regular usage of HRIS apps had the potential to inspire their creativity.

The above-described goals could be accomplished by the use of management practises that encourage the growth of workers' commitment, engagement, and organisational capacity. When it comes to the implementation of HRIS, managers have a responsibility to take into account the emotional commitment of their employees. In point of fact, the potential to innovate is increased when the implementation of HRIS is coupled with emotional involvement on the part of workers. Employees' reluctance to change may be mitigated by fostering an affective commitment among them. This opposition is often brought up as a potential reason for the failure of ERP projects.

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