

Factors Impeding Effective Use of Human Resource Information Systems (HRIS) in Local Banks in Sri Lanka

A S Siriwardene
A S Dharmasiri

Abstract

Regardless of the growing concerns over the HRM and managing HRM through computer decision systems, there has been little research carried out on measuring the effective use of HRIS. The effective use of HRIS would minimize recurring costs as well as improve efficiency and the quality of information on decision making. This empirical study built upon how effective use of HRIS ought to be measured and what factors are impeding its effective use reveals the need to devote more time and effort, while lowering the level of technological complexity and increasing the level of end-user satisfaction, and would guide the effective use of HRIS. The study arrived at some definitive conclusions and pointed out the managerial implications of related issues.

Keywords: HRIS, Local Banks in Sri Lanka

A S Siriwardene is a Senior Software Engineer at Zone 24X7. anusha.siriwardene@gmail.com

Dr. Ajantha S. Dharmasiri is a Senior Faculty Member and a Management Consultant attached to the Postgraduate Institute of Management. Email: ajantha@pim.lk