

References

- Alvarez-Suescun, E. (2007), *Testing resource-based propositions about IS sourcing decisions*. *Industrial Management and Data Systems*, 107 (6), 762-779. Retrieved on January 12, 2012, from Web site <http://www.emeraldinsight.com/journals.htm?issn=0263-5577&volume=107&issue=6&articleid=1612323&show=html>
- Ambler, S. (1999), *More Process Patterns: Delivering Large-Scale Systems Using Object Technology*, Cambridge University Press.
- Ball, K. S. (2000), The use of human resource management systems: a survey, *Personnel Review*, 30 (6), 2000, 677-693.
- Banker, R. D., Datar, S. M., Kemerer, C. F. & Zweig D. (1991), *Software complexity and software maintenance cost*, cisr wp No. 208 Sloan WP No. 3155-90.
- Bankar, R. D., Potter, G. & Schroeder, R.G. (1992), An Empirical Analysis of Manufacturing Overhead Cost Drivers. Working Paper, University of Minnesota, Carlson Scholl of management.
- Bassi, L., McMurrer, D. (2007), Maximizing Your Return on People, *Harvard Business Review*, Boston, MA.
- Beadles, N., Lowery, C. M. & Johns, K. (2005), *The Impact of Human Resource Information Systems: An Exploratory Study in the Public Sector*, 5(4), 39-46. Retrieved January 14, 2012 from IIMA online Web site www.iima.org/CIIMA/11%205.4_Beadles_39-46.pdf.
- Beckers, A. & Bsat, M. (2002), A DSS Classification Model for Research in Human Resource Information Systems, *Information Systems Management*, Vol 19, No 3:41-50.
- Becker, B. E., & Huselid, M.A. (1998), High performance work systems and firm performance: A synthesis of research and managerial implications, *Research in Personnel and Human Resources Management*, 16, 53-10.
- Bondarouk, T., Ruel, H., Guiderdoni-Jourdain, K., & Oiry, E. (2009), *Handbook of Research on E-Transformation and Human Resources Management Technologies: Organizational Outcomes and Challenges*, IGI Global Press.

- Burton-Jones, A. & Grange, C. (2008), *Using Information Systems Effectively: A Representational Perspective*, Proceedings of JAIS Theory Development Workshop. Sprouts: Working Papers on Information Systems.
- Butler, B. S. & Gray, P. H. (2006), Reliability, Mindfulness, and Information Systems, *MIS Quarterly*.
- Byars, L. L. & Rue, L. W. (2004), *Human Resource Management*, (9th ed.), The McGraw-Hill Companies.
- Cai, S., Jun M. & Pham L. (2007), *End user computing satisfaction and its key dimensions: An exploratory study*, The proceedings of 28th annual national meeting of Southwest Decision Sciences Institute Annual Conference, San Diego, California.
- Cohen, J. (1988), *Statistical power analysis for the behavioral sciences*, (2nd ed.). Hillsdale, NJ: Erlbaum,
- Davis, F. D. (1989), Perceived usefulness, perceived ease of use, and user acceptance of information technology, *MIS Quarterly*, 13(3), 319-339.
- Doll, W. J. & Torkzadeh, G. (1988), The Measurement of End User Computing Satisfaction, *MIS Quarterly*, (June) (12:2), pp 258-274.
- Doll, W. J., Xia, W. & Torkzadeh, G. (1994), A confirmatory factor analysis of the end-user computing satisfaction instrument, *MIS Quarterly*, 18(4), pp. 453-461.
- Duflos, S. G. L., Grand, A. A., Diallo, C., Chaudet, A., Hecker, C., Balducelli, F., Flentge, C., Schwaegerl & O. Seifert. (September, 2006), List of available and suitable simulation components. Technical report.
- Fishbein, M. & Ajzen, I. (1975), *Belief, Attitude, Intention, and Behavior: An Introduction to Theory and Research*, Reading, MA: Addison-Wesley.
- Gueutal, H. (spring, 2003), The Brave New World of eHR, *Advances in Human Performance and Cognitive Engineering Research*, Vol 3, p13-36.
- Gunatunge, R. S. (2003), *Habermasian way of Understanding Information Systems Development Organizations in Sri Lanka*. University of Sri Jayewardenepura: Faculty of Management Studies and Commerce.
- Gunawardana A. D. D. & Carter T. (2008), *Gaining Competitive Advantage through Innovation in the Information Technology (IT) Industry*, Vol. 13, No 2, pp. 43 – 66.
- Hussain, Z., Wallace, J., & Cornelius, N. E. (2007), The use and impact of human resource information systems on human resource management professionals, *Information & Management*, 44(1): 74-89.
- Huselid, M. A., Becker A. (1998), High performance work systems and firm performance: A synthesis of research and managerial implications, *Research in Personnel and Human Resources Management*, 16, 53-10.
- Ives, B., Olson, M. & Baroudi, J. (1983), The Measurement of User Information Satisfaction, *Communications of the ACM*, 26, 785-793.

- Johnson, J. et al. (2001), Collaborating on Project Success, <http://www.softwagemag.com/L.cfm?Doc=archive/2001feb/CollaborativeMgt.html>, retrieved on 12 October, 2001.
- Kinnie N. J. & Arthurs A. J. (1996)., Personnel specialists' advanced use of information technology: evidence and explanations, *Personnel Review*, 25 (3), 3-19.
- Kovach, K.A. & Cathcart, C. E. Jr. (1999), Human resource information systems (HRIS): providing business with rapid data access, information exchange and strategic advantage, *Public Personnel Management*, 28(2), 275-281. Academic Search Premier, EBSCOhost. Retrieved on January 24, 2012, from Web site http://www.docstoc.com/docs/document-preview.aspx?doc_id=56060599
- Lawler, E. E., Levenson, A. & Boudreau, J. W. (2004), HR Metrics and Analytics: Use and Impact, *Human Resource Planning*, 24 (4), 27-35.
- Lawler, E. III & Mohrman, S. A. (January 2003), HR as a strategic partner: what does it take to make it happen? Marshall School of Business, Center for Effective Organizations, University of Southern California: CEO Publication.
- Lederer, A. L. (1984), "Planning and developing a human resource information system", *The Personnel Administrator*, Vol. 29 No. 8, pp. 27-39.
- Lengnick-Hall, M. L. & Moritz, S. (2003), The impact of e-HR on the Human Resource Management Function, *Journal of Labour Research*, Vol. 24, No. 3, P. 365-379.
- Martinsons M. G. (1999), Human resource management applications of Knowledge based systems, *International Journal of Information Management*, Vol. 17 No. 1 pp. 35-53.
- Mathieson, K., Peacock, E., & Chin, W. W. (2003), *Extending the Technology Acceptance Model: The Influence of Perceived User Resources*, The DATA BASE for Advances in Information Systems.
- McLeod, R. & Schell, G. P. (1998), *Management Information Systems: Human Resource Information Systems*, (10th ed.). India: Prentice-Hall Publishers.
- Ngai, E. W. T. & Wat, F. K. T. (2006), Human resource information systems: a review and empirical analysis, *Personnel Review*, 35(3): 297-314.
- Orlikowski, W. J. (2000), Using Technology and Constituting Structures. A Practice Lens for Studying Technology in Organizations, *Organization Science*, 11, 4404-428.
- Özçelik, G. & Ferman, M. (2006), Competency Approach to Human Resources Management: Outcomes and Contributions in a Turkish Cultural Context, *Human Resource Development Review*, 5(1),72-91. Full-text [online]. Sage, retrieved on January 26, 2012.
- Panayotopoulou, L. V., M. & Galanaki, E. (2005), E-HR adoption and the role of HRM: evidence from Greece, *Personnel Review*, 36(2), 277-294. Retrieved on January 12, 2012, from Web site <http://www.emeraldinsight.com/journals.htm?articleid=1593115>
- Pilbeam, S., & Corbridge, M. (2006), *People resourcing: Contemporary HRM in practice*, (3rd Ed.). Essex – England: Prentice Hall.
- Reddic, C. G. (2009), Human Resources Information Systems in Texas City Governments: Scope and Perception of its Effectiveness, *Public Personnel Management*, 38(4), 19-34. Retrieved January 25, from Academic Search Premier, EBSCOhost.

- Roda, C. & Nabeth, T. (2008), *Attention management in organizations: Four levels of support in information systems*, In A Bounfour, *Organizational Capital: Modeling, Measuring and Contextualizing*. Routledge (advanced research series in management). Routledge. pp. 214-233.
- Shrivastava, S. & Shaw J. B. (2003), *Liberating HR through Technology*.
- Singh H. P., Jindal S., Fagan P. & Samim S. A. (2011), A Role of Human Resource Information System in Banking Industry of Developing Countries, Special Issue of the International, *Journal of the Computer, the Internet and Management*, Vol. 19 No. SP1.
- Stone, R. & J. Mason Davis. (2009), *Change Management: Implementation, Integration, and Maintenance of the HRIS*, In M. Thite and M. J. Kavanagh (Eds.), *Human Resource Information Systems.: Basics, Applications, and Future Directions*, California: SAGE Publications Inc, pp 173-208.
- Suchman, L. (1995), "Making Work Visible" *Communications of the ACM*.
- Tansley, C. & T. Watson, (2000), Strategic exchange in the development of human resource information systems (HRIS), *New Technology, Work and Employment*, 15: 108-22.
- Tansley, C., Newell, S. & Williams, H. (2001), Effecting HRM-style practices through an integrated human resource information system: An e-greenfield site, *Personnel Review*, 30(3), 351-370. Retrieved on 12 January, 2012, from Web site <http://www.emeraldinsight.com/journals.htm?issn=0048-3486&volume=30&issue=3&articleid=879286>
- Teo, T. S. H., Lim, G. S. & Fedric, S. A. (2007), The adoption and diffusion of human resources information systems in Singapore, *Human Resources*, 45, 44-62. Full-text [online]. SAGE [Accessed on 20th December 2010].
- Watson, T. J. & Tansley, C. (2000), Strategic Exchange in the Development of Human Resource Information Systems, *New Technology, Work and Employment*, Vol.15 (2), pp.108-122.
- Wand, Y., & Weber, R. (1990), *An Ontological Model of an Information System*, IEEE Transactions on Software Engineering.
- Wand, Y. & Weber, R. (1995), On the deep structure of information systems, *Information Systems Journal*, 5, 203-223.
- Weber, R. (1997), *Ontological Foundations of Information Systems*, Coopers & Lybrand.
- Wille, E. & Hammond, V. (1981), *The Computer in Personnel Work*, Institute of Personnel Management, London.
- Wixon, B. H. & Todd, P. A. (2005), A Theoretical Integration of User Satisfaction and Technology Acceptance, *Information Systems Research*, Vol. 16 No. 1, pp. 85-102.
- Wojcik, J. (2004), Toshiba Employee Handbook Goes Online, *Business Insurance*, 38(49), 18. Retrieved on 2 June, 2007, from EBSCOhost Database.
- Yeung, A. & Brockbank, W. (1995), Reengineering HR through information technology, *Human Resource Planning*, Vol. 18 No. 2, 24-37.