

The Effect of the Level of Adoption of HRIS on Employee Engagement (A Study Based on HR Employees in Camso Loadstar (Pvt) Ltd)

Bandara, J. H. M. A. P.¹ and De Alwis, A. C.²

The usage of Human Resource Information Systems (HRIS) has been expanding at a considerable rate over the last few decades, emphasizing the importance of adaptation of it for the betterment of the organization. The current study involves testing the relationship between the level of adoption of HRIS and job engagement of Human Resource (HR) employees currently employed at Camso Loadstar (Pvt) Ltd. The literature in current academia well supported to build up a standardized questionnaire by merging two distinct standardized questionnaires found for both variables and data was collected quantitatively. The size of the population is 104 and data were collected from 85 respondents. The researcher chose a simple random sampling technique for data collection. The current study is cross-sectional as the time-horizon, and the unit of analysis of the study is individual HR employee who is at work in the selected company. Data were subjected to statistical analysis and based on the findings the hypothesis was accepted assuring the positive relationship between the level of adoption of HRIS and employee engagement in the particular organization. The controlling variable, which is the job level, was rejected from the test. In conclusion, it was statistically proved that based there is a strong positive relationship exists between the two variables. Providing a certain qualification driven training on HRIS and emphasizing on ICT education in tertiary education system can be recommended.

Keywords: *Adaptation, Employee Engagement, Employment Level, Human Resource Information Systems and Strategic Role*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [achalajanibandara@outlook.com]

² Professor, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [klnchamaruresearch@gmail.com]