

## **Influence of Human Resource Information System on Employee Job Performance: Evidence from Apparel Manufacturing Organizations in Biyagama Export Processing Zone, Sri Lanka**

Chamika, M. D. T.<sup>1</sup> and Gamage, P. N.<sup>2</sup>

Human Resource Information System is a major determinant of Employee Performance of Human Resource employees. Managerial level of Human Resource employees of Apparel companies is having more space to improve their employee performance in Sri Lanka. However, the extant literature does not represent consistent evidence regarding the relationships between HRIS and Employee Performance. Hence, the purpose of this study is to assess the direct influence of Human Resource Information System on the individuals' Employee Performance. Current study is quantitative and conducted as the cross-sectional field study. Standard questionnaire was distributed for the target sample as a Google form online. According to the convenience sampling technique, final sample remains at 105 observations of managerial level Human Resource Employees in five leading apparel organizations in Biyagama Export Processing Zone. The data analyzed using reliability analysis, normality and linearity analysis and correlation and regression analysis with aid of the Statistical Package for Social Sciences (SPSS).

It is found that there is a strong positive correlation in between the Human Resource Information System and Employee Performance of Human Resource employees. Further, findings present that HRIS significantly influence on the Employee Performance. Findings of the research validate the concept of Human Resource Information System has greater involvement in Performance of employees. Organizations can survive and develop with embedded Human Resource Information Systems into their organizations. It will lead to attaining the business success within the Apparel industry.

**Keywords:** *Human Resource Information System, Employee Job Performance*

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<sup>1</sup> Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [donchamika26@gmail.com]

<sup>2</sup> Professor, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [prasadinigamage@yahoo.com]