

Impact of Perceived Effectiveness of HRIS on End-User Satisfaction: Study of Executive and Above Level Employees in ABC Company

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The purpose of this research is to identify the impact of the perceived effectiveness (i.e., system quality, information quality, system ease of use, and perceived usefulness) of HRIS on End-User satisfaction among executive and above-level employees in ABC company. A self-administered standard questionnaire was used to gather data from 151 employees. This quantitative research was conducted using survey research strategy and it is a cross-sectional study. A simple random sampling technique was used to select the sample. Hypotheses of the study were tested via simple linear regression using Statistical Package for Social Science (SPSS), version 23.0. The results have shown that HRIS effectiveness has a significant positive impact on End-User satisfaction. As well as the system quality, information quality, perceived usefulness, and system ease of use have a positive impact on end-user satisfaction. This study has many practical and theoretical implications for practitioners and scholars.

Keywords: *HRIS Effectiveness, System Quality, Information Quality, System Ease of Use, Perceived Usefulness, End-User Satisfaction.*

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