Exploring Factors Influencing HRIS Adoption Among Executive-Level Employees In the Finance Sector: A Study of ABC Finance (PVT) Ltd, Sri Lanka

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In contemporary business environments, the integration of Human Resource Information Systems (HRIS) has become imperative for organizations striving to optimize HR processes and enhance strategic decision-making. However, despite the acknowledged advantages of HRIS adoption, many organizations encounter challenges in fostering employee acceptance and utilization of these systems. This study focuses on discerning the determinants influencing the adoption of HRIS among executive-level employees within ABC Finance (PVT) LTD, situated in Sri Lanka. It seeks to identify pivotal factors shaping HRIS adoption and provide actionable insights for refining adoption strategies. The literature review contextualizes HRIS adoption within the evolution of HR technology, emphasizing its pivotal role in organizational efficiency and strategic HR management. Key dimensions such as management support, employee training, IT infrastructure, and employee IT expertise are highlighted as influential factors affecting adoption rates. Employing a quantitative methodology, the research targets executive-level employees within ABC Finance (PVT) LTD, comprising a population of 203 individuals. Through simple random sampling, a representative sample of 133 executive-level employees is selected to ensure the validity and reliability of findings. Primary data is collected through structured online questionnaires, designed to capture insights into variables associated with HRIS adoption and its determinants. Analysis of the collected data involves rigorous statistical techniques, including reliability analysis, descriptive statistics, correlation analysis, and multiple regression analysis using SPSS 23. The findings underscore the significant positive relationships between management support and employee IT expertise with HRIS adoption among executive-level employees. Conversely, weaker or non-significant associations are observed between employee training, IT infrastructure, and HRIS adoption. In conclusion, the study emphasizes the critical role of management support and employee IT expertise in fostering HRIS adoption within organizational contexts. Practical recommendations are offered to enhance HRIS adoption strategies, including bolstering top management support, expanding training opportunities, and improving IT infrastructure. The study holds implications for organizations seeking to leverage HRIS for enhanced HR management practices and strategic decision-making. Additionally, it contributes theoretically by advancing the understanding of the factors influencing HRIS adoption dynamics. Acknowledging limitations related to sample size constraints and potential generalizability issues, future research avenues may explore longitudinal studies to evaluate the sustained impact of HRIS adoption and investigate additional determinants influencing adoption rates. In essence, this research bridges theoretical insights with practical applications, offering actionable guidance for organizations navigating the complexities of HRIS adoption in contemporary business landscapes.

Keywords: *Employee training, HRIS adoption, IT infrastructure, IT expertise, management support, Executive level employees*

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