

The Challenges and Barriers of Adopting Human
Resource Information Systems among Human Resource
Professionals

In
Sri Lankan Apparel Industry

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Abstract

Due to the development of information communication technology almost all the functions are automated. Basically all the administrative functions are fully automated in each and every sector. With respect to Human Resource Management most of other countries use HRIS thus almost all HR functions have been fully automated. However, such conclusions cannot be arrived with respect to the Sri Lankan context as there were very few researches available for reference.

This study was done to identify the challenges and barriers adopting HRIS among HR professionals in Apparel sector. The apparel sector was selected for this research as 75% of industrial workers in Sri Lanka are from apparel sector.

The study has three main objectives. First, the study assesses the degree of HRIS utilization to achieve HR objectives in Apparel industry. Secondly, it determines the barriers and challenges for adapting to HRIS in Apparel Industry. Thirdly, it explores the influences of the factors for the decision to adopt HRIS.

The study was designed exploratory co relational research. 133 questionnaires were received from HR professionals who attached to Apparel sector in Sri Lanka. Descriptive Statistic and Inferential Statistic methods were used for data analysis.

According to the results more than 75% of the sample was working for large scale organizations which earn greater than 20 Billion rupees annually. All the HR professionals in the sample use HRIS that is level 1, 2 or 3. The main reason for unavailability of fully automated HRIS is lack of sufficient capital. Knowledge of HRIS & Attitudes towards automation is also affected to some extent. Except Level of Corporation from other departments, all the variables have shown statistically significant positive correlation with Decision to adopt HRIS. Top Management Support, Importance given to HR functions, IT support and Level of corporation indicates statistically significant low relationship. Except Top Management Support other variables are highly correlated. Computer literacy indicates statistically significant high relationship and it's highly correlated with decision to adopt HRIS. Only Knowledge of HRIS has shown negligible level relationship and it is not correlated.

There is a vast knowledge gap within Sri Lankan research studies as to how HRIS could contribute to increase the efficiency of HR functions. Therefore, finding the challenges and barriers of adapting HRIS in Sri Lanka would be very important from the industry perspective, and would contribute to the body of knowledge thus beneficial for future researchers.