

Impact of Perceived Usefulness and Ease of Use of HRIS on Employee Attitude and Turnover Intention: An Empirical Study in a Tiles Manufacturing Company in Sri Lanka

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This research investigates the perceived beliefs and attitudes of employees towards human resource information systems (HRIS) in order to better understand the impact of it on individual's turnover intention. Focusing on determinants of HRIS acceptance, the study identifies key dimensions relating to HRIS specifically perceived usefulness and perceived ease of use of HRIS. The current study investigated a comprehensive case of new HRIS implementation to study unintended consequences based on employee perception levels during HRIS use. Drawing mainly on the theory of technology acceptance model and reasoned action's theory conceptual framework was developed and tested. Data was collected from a tile manufacturing company in Sri Lanka. Selected company was recently started using HRIS during the times of covid 19 pandemic. The purpose of this study was to examine whether there is a significant impact of employees' belief and attitude regarding HRIS on employees' intention to leave the organization. Accordingly, perceived usefulness and perceived ease of use were considered as independent variables while turnover intention is the dependent variable. Attitude towards HRIS was also taken to the study and it was considered as a mediator between independent variables and the dependent variable. Total of 148 respondents were selected from the respective tile manufacturing company as the sample of this research. Moreover, questionnaires were used to collect the data from employees. The data was analyzed using Statistical Package for Social Sciences (SPSS) version 25.0. The hypotheses were tested using the Correlation and regression analysis and Sobel test. Through the analysis of the study, the researcher tried to identify whether implementation of HRIS will have an impact on employees' attitude and then turnover intention of employees in ABC tiles PLC? The findings show that perceived usefulness and ease of use of HRIS have significant impact on employee turnover intention. Furthermore, it was concluded that attitude towards HRIS plays a mediating role between perceived usefulness and turnover intention. The implications inform top management, and system administrators about the current beliefs of HRIS in the company highlighting the perspectives which can enhance or impede individual and organizational performance.

Keywords: *Attitude towards HRIS, Perceived Ease of Use, Perceived usefulness, HRIS, Turnover intention.*

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