

## **IMPACT OF HUMAN RESOURCE INFORMATION SYSTEM (HRIS) ON EFFECTIVENESS OF HR PRACTICES; EVIDENCE FROM A SELECTED PRIVATE HOSPITAL**

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The purpose of this study is to identify the impact of Human Resource Information System (HRIS) on effectiveness of HR Practices. Additionally, this study aims to contribute to filling the literature gap by examining the impact of Human Resource Information System (HRIS) on effectiveness of HR Practices. While very few studies in Western literature have examined this impact, there is limited research in the Sri Lankan context.

This study was conducted as a quantitative and cross-sectional research study. Data were collected using self-administered questionnaires. Simple regression analysis was employed to test the study hypotheses. The independent variable is a human resource information system, while the dependent variable is effectiveness of human resource practices.

Primary data was collected from selected private hospital in Sri Lanka. The sample was chosen using a simple random sampling technique, and the final sample consisted of 137 employees from a selected private hospital in Sri Lanka. Data were analyzed using correlation and regression with the aid of SPSS. The analyzed results indicated a positive impact of HRIS on effectiveness of HR Practices. The study's findings highlighted the potential positive impact of HRIS on effectiveness of HR Practices.

The implication of the study is significant for HR professionals, as the results underline the value of using HRIS to improve their operational and decision-making processes. Using technology can therefore transform the administrative functions of HR departments into important strategic players in their society.

The findings may not be directly applicable to other organizations. Researchers in the future are encouraged to diversify their study samples by including other sectors in Sri Lanka and by increasing the number of samples. To identify other variables that may be related to HRIS and the effectiveness of HR procedures, future research could include interviews with respondents.

***Keywords:*** *Effectiveness of HR Practice, HRIS*

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