

Factors Affecting the Adoption of Human Resource Information System of Clerical Employees at Ceylon Electricity Board

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The study investigated the impacts of factors which affect the adoption of Human Resources Information System of clerical employees at Ceylon Electricity Board with three specific objectives; (1) measuring the level of adoption (2) identifying the most prominent factor which affects to the adoption decisions, and (3) providing suggestions to encourage the adoption of Human Resources Information System among clerical employees at Ceylon Electricity Board. Technology, Organization, and Environment context model (TOE model) was exercised as the analytical tool. This survey utilized cluster sampling method to select 70 of clerical employees who have been working at Personnel and HR branches in Colombo district. A self-administrated questionnaire was used to gather information. Results of multiple regression analysis presented that only organization context factors; Management Commitment and Human Capability can establish significant impact where technology context factor (User Friendliness) and environment context factor (Regulatory Compliance) cannot make significant impacts on the adoption. Management Commitment was the prominent factor.

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