

The Impact of Perception of HRIS Utilization on Employee Performance (With Special Reference to the Hirdaramani (Pvt) Limited)

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Employee performance is a vital element to any organization for the success of the organization and its overall performance. Many determinants of employee performance are found in the existing literature. However, the effect of perception of HRIS utilization on employee performance in Sri Lankan context has not been investigated yet. Considering the gap in the context, the current study determined to investigate the impact of the perception of HRIS utilization on employee performance in the apparel sector in Sri Lanka. Based on that purpose, Hirdaramani - Agalawaththa Plant was selected to conduct this study. The independent variable of the study was the perception of HRIS utilization which has two dimensions: HRIS Logistics and HRIS Operations. Three hypotheses were formulated using the deductive approach. The study was cross-sectional in time horizon. Measures of the study had possessed sufficient validity and reliability. Sample for this study was selected from the Hirdaramani - Agalawaththa Plant. The structured questionnaire used to collect data and the sample consisted of 108 executive and assistant employees. Therefore, the unit of analysis was individual. The data were analyzed through SPSS 23 version. The results of the study revealed that there was a weak positive relationship between perception of HRIS utilization and employee performance, weak positive relationship between perception of HRIS logistics and employee performance and weak positive relationship between HRIS operations and employee performance. Moreover, there is an impact of perception of HRIS utilization on employee performance, HRIS logistics on employee performance and HRIS operations on employee performance.

Keywords: *Employee Performance, HRIS, HRIS Logistics, HRIS Operations, Perception of HRIS Utilization*

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