

REVIEW OF STUDIES ON HRIS ADOPTION IN DIFFERENT COUNTRIES AND VARIOUS SECTORS

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ABSTRACT

In the digital competitive world, Adoption of HRIS is a significant factor for an organization to develop the decision making. The four major dimensions of Adopting the HRIS are Human Dimension, Technology Dimension, Environmental Dimension and Organizational Dimension. The theory of the study aims to find the relationship between the developed countries and the developing countries in various sectors of organizational in a systematic literature review. The findings of the study reveal that higher the Manufacturing sector is more compare to the Service sector to enriches the characteristics of organisation.

Keywords: Environmental Dimension, Human Dimension, Organizational Dimension, Technology Dimension, HRIS

INTRODUCTION TO HRIS

In the modern digital world, the term HRIS is defined as Human Resource Information System. To achieve organizational goal, the traditional human resource Management system (THRM) process have been shifted to Strategic Human Resource Management (SHRM). To make an effective decision Human Resource Information System plays a very important role in the organization. Managing the HRIS particularly plays a significant knowledge about the company and economy, in where ideas and knowledge are used to inspired the state-of-the-art. Workforce is necessary to meet the challenges of this digital world, Organization must have a skilled HR to attain the competitive environment.

INTRODUCTION TO HRIS ADOPTION

Adopting the Human Resource Information System (HRIS) in the organization to attain the cost savings and unique competitive to the top management towards the environment. The strategic information implies the HRIS to plan by categorizing the current and forecasting future personnel demand and supply necessities. HRIS are designed to support the planning, administration, decision making and control activities of human resource management (Brown-2002). Adopting the HRIS to develop the workers in the hands of improving their training, skills, time efficiency, work balance, strategy to implement towards the work, in the competitive environment to take helpful decision-making to such craft suitable strategies including the tailoring remuneration and reward packages, making suitable training investment and accurate salary growth forecasts towards market conditions change (Lippert and Swiercz-2005)

Major volume of studies on Human resource information system have been focusing on developed countries, such as USA, CANADA, and WESTERN EUROPE, while scarce in developing countries. But the trend is changing gradually and organizations are adopting information systems (IS) for their daily business processes. Accounting, top management support, infrastructure, IT capabilities, perceived cost and payroll are valuable input for data-driven decision-making in organization and also used to store employee's data like age, name, address, salary, benefits, time and attendance, performance reviews, and etc. It helps to work effectively and enhances the productivity of both employees and managers in the organization and also keeps the history of the employees for longer duration.

OBJECTIVES

- To classify the main conservational factors that inspirations of adopting HRIS submissions in business organisations.
- To origination of the developing countries to influence the service sector and manufacturing sectors among the corporate organisations.

- To categorize the relationship between the level of execution of HRIS and its efficiency.

HOW ADOPTING OF HRIS IS HELPFUL TO ORGANIZATION

HRIS is an organization function that influences on the planning, selecting, organizing, training, directing, orientation, developing the appraisal, remuneration and utilizing the labor activities towards the individual workers and to attain the organizational objectives. In the digital world the technology cannot play a vital role without the workers, the HRIS information will be implemented to the publishing of information, automating the transaction and the transformation of information to be automated in the business strategic partner (Rashid and AiQirim, 2001). The employment of technology will be effective in the people and policies of the competitive influenced by the organization to examine the technology in the competitive world. The spirit of the HRIS will be defined to identify the multiple factors and observe the challenges of the contribution to the study of HRIS adoption.

Determining the HRIS to empower the organizations to anticipate their needs and to identify the practices to help them to succeed their needs. The characteristics of adopting the HRIS planning can be complete in short term or in a long term (three or more years) basis. The appropriate skills will anticipate the values and change of the environment needs them, it allows the company to gain for their future events and to control for their organizational needs. When workers work for their future in a better way, automatically the organization will increase their capitalize in the future events.

HRIS have been highlighted in the process of technology to rapid growth of information towards the integrate level of globalization to shift the components from organization to knowledge adapted. The progression of trend setters to be valued in modern organization to improve the essential facts of HR department in the organizations (Thompson, Lim, & Fedric, 2007). The administrative tool will be integrating the appropriate data will be lying in the fragmented and sprinkled the valuable points in the larger system, its converts the data to be meaningful and useful information to the person who is accessible the information for their decision-making. (Kamel and Abdullah, 2014). HRIS is a management tool to collect, record, maintain and reports to analysis the data about the employees in the organization.

ADOPTING OF HRIS IN DEVELOPED COUNTRIES

In the Global business competitive world, the level of challenging the business market towards the global market value. The technology is used to improve the customer value of service and to develop the business performance to deliver the high-quality products and services towards the process of training, planning and developing the service to the workers in the organization. Appropriate the core business processes of human capital to attain the sustainable competitive advantages to the value of organization and to improve the HR professional, as a strategic asset of the HRIS.

The positive effect of the successful organization to run the business in the digital technology to provide the opportunities to transform the values of information towards the technology in the competitive advantages to achieve them. Major volume of studies was done in **USA, CANADA, AUSTRALIA, GERMANY, UK etc.**, The appropriate application of Information Technology will be studied towards the influenced by the connection between the organizational values then the adoption of HRIS in the organization about the HRIS expertise and support the organization. Highlights towards the organization for suitable and support to the adoption of HRIS in the organization. (Naser, 2014).

ADOPTING OF HRIS IN AUSTRALIA

Indrit Troshani et al (2010) Adoption of HRIS in Public sector organization with the current technology adoption to emphasize the collected data influenced by the environmental, organizational and technological process of adopting and to justify the cost of adoption and complexity. (**Rogers 1995; Tornatzky and Klein 1982; Van de Ven and Rogers 1988; Wolfe 1994**). Effective organization to adopt the efforts of training and development of human dimension in the combination of HR domain knowledge and communication skills. Standardization of organizations to include the accessibility, integration, efficiency, accessibility to extent these benefits to initiative the adopting of HRIS to complexity. HRIS need to deliver these benefits by way of user-friendly functionality to the Managers, practitioners, and decision makers to adopt the tactics and strategy to achieve the success of adopting the HRIS in the public sector organization. HRIS can have a positive impact on adoption.

ADOPTING OF HRIS IN EUROPE

Ananya Raka Chakraborty et al (2013) importance of adopting the HRIS to be analysed in the secondary source of the organization to develop the environmental, technological and organizational, factors. If the HRIS is not adopted properly, it's very difficult to the research the satisfaction of the employees in the organization. Innovating the aspects of adopting the HRIS to be accurate and effectively.

ADOPTING OF HRIS IN DEVELOPING COUNTRIES

Adoption of HRIS is strongly defined the **structure of effective decision-making** form the top-level management to the workers in an organization to design a tool for the facilitating the HR strategic alignment (**Kleynhans, 2006**). It is defined to the system to be integrated to gather, store and analyze the information of the employees towards the organization, and all data's will be comprised in the database, computer applications, software and hardware steps to collect, store, record, manage, deliver, present the employ data influenced to the human resource information system (**Hendrickson, 2003**). Very few studies were done in the areas of **BANGLADESH, PAKISTAN, SAUDI ARABIA, RAJASTHAN, CAMEROON, SRILANKA, SINGAPORE, MALAYSIA, WEST BENGAL WEST AFRICA**. A systematic literature review will not only reveal the contribution of HRIS towards employee

performance but also will identify the gaps that will pave way for future studies. Managers can access the information they need to legally, ethically, and effectively support the success of their reporting employees.

ADOPTING OF HRIS IN BANGLADESH

Md Golam RabiulAlam et al (2016), Mohammad Anisur Rahman et al (2016), Sumon Das et al (2019) and Arifur Rahman Khan(2015) Advantageous of HRIS adoption to improve the behavioral and competitive knowledge of better decision, in Hospital sector. Major factors are human, technological, organizational and environmental. The relationship between social influence and the behavioural intention to look around the competitors in the market. The development of the HRIS is more credibility and to exploring the respective countries to practice the adoption of HRIS. Various benefits of adopting the HRIS to competing the technology towards the world.

G. M. Azmal Ali Quosar (2018) In developing countries, the policies and strategies are used to adopt the HRIS in public and private organization. Nowadays small and medium enterprises are entering the HRIS application to run the business very effective and to take the corrective decision about the employee, from the top management. All the details about the employee were in the HRIS application to develop the employee involvement and training to support the technologies to develop the organization and government to attain the objectives by adopting the HRIS in developing countries.

ADOPTING OF HRIS IN WEST BENGAL

Wendrila Biswas (2018) Determining the adoption of HRIS to make the decision effectively in the Manufacturing Company. HR Staffs and HR Officials in the HR department supports the organization in the competitive world to help the internal operations to run smoothly. Outsourcing the HRIS small and medium enterprises in developing countries to face the challenges and benefits to the organization. Human resource functionalities played a very huge transformation by adopting the HRIS in the Manufacturing Company.

ADOPTING OF HRIS IN WEST AFRICA

Peter K. Osei Nyame (2015) Theories to adapt the HRIS in an open-ended question to trade off, perceived cost and organizational fit in Ghanaian firms. Advantages of the empirical study not only optimal, but also profitable to all stakeholders in the private and public organization to support the customers, suppliers, partners, users, owners, management etc., (Thong, 1999). The fair knowledge about the opportunities to the HR Managers/IT Managers to strengthen the staff to meet the HR requirements in a capital structure, to support the relationship between practitioners, professionals in the small and medium enterprises to supports the size and capital structure in a positive relationship (Sogorb-Mira, 2005).

ADOPTING OF HRIS IN SRILANKA

A Chamaru De Alwis et al (2019) and P DombagahaPathirange Marian ShaviniMedonka – (2018) The significant of the study in a positive dynamic capability of the HRIS adoption to record strong relationship to the private organizations. 30% of the srilankan organizations have fully adapted and 70% were partially adopted. Internal environmental and socio-demographic relation were moderating the relation of HR Professional in manufacturing sector to be consideration. The administrative task is used to support the record keeping for the strategic decision.

ADOPTING OF HRIS IN KENYA

Catherine Warui et al (2015) Contribution of the Top Level and Mid-Level Management Teacher to practise in a best way to adopt the HRIS. The questions were raised to the managers about the best value of complexity, uniqueness, uncertainty and value conflicts. In some cases, obtaining the strategic contribution of the HRIS has been hindered by uncertainty, lack of understanding, insufficient management commitment in Kenya. The strategic contribution of the HRIS in some specific areas of, a lack of understanding, insufficient management commitment and fears of the existing modes (Dery et al, 2006).

ADOPTING OF HRIS IN AFRICA

SEIF JUNE KAGEHI (2015) The theories of adapting the leadership culture are the success of adopting the HRIS and create the challenges towards the HR Staff in private organization, Africa. Implementing the culture to contribute the adequate knowledge and experience the human resource technological projects, are of the factors of adopting human resource information system.

ADOPTING OF HRIS IN PAKISTAN

Z. Ahmer (2013), Muhammad Imran Hanif et al (2014) Irfan Saleem et al (2012) and Nasim Qaisar (2018) The primary intention of the training to contribute decision HRIS approval in the emerging field of market competitiveness. The relationship of modernization in relative advantage, compatibility and complexity of adopting the innovativeness of the market trend to influence the Information Technology. The effectiveness of important towards the productivity, flexibility and control towards the internal information and the success to develop the employee retention to improve the time savings and cost efficiency of decision making.

ADOPTING OF HRIS IN SAUDI ARABIA

Wassan Al-Khowaiter et al (2014), Rand Hani Al-Dmour (2014) and Alhazemi et al(2017)The strategic stronger perception of indoor and outdoorconservational factors to adopt the HRIS, implementing application for better understanding the behaviour and social effectiveness of the service quality to adopt the difference in adopters and non-adopters. Easy to access the HRIS application to store and collect the data about the employees in the Human Resource Department of Education Industry.

ADOPTING OF HRIS IN RAJASTHAN

Dr. C. M. JAIN (2017) To examine the involvement of Human Resource Information System (HRIS) for functional and non-functional of the operating system and Strategic Human Resource Management (HRM). To evaluate the value of HRIS adoption direct to the HR Managers and HRIS Experts to the organization.29 organizations are adopted the HRIS and 25 organizations are not adopted the HRIS in Rajasthan.

ADOPTING OF HRIS IN CAMEROON

FobangAimeNoutsa (2019)Administrative of adopting HRIS in the internal organization to succession of planning in the HR department. Social influence and expectancy will be producing the positive effects to adopt the HRIS, in the intention of stakeholder's engagement of organization chain from the end users to the managers. The employees in the Cameroon organization to meet the performance expectation of the end user.

ADOPTING OF HRIS IN SINGAPORE

Thompson S.H. Teo et al et al (2001), Thompson S.H. Teo et al (2007)Most of the organizations are surveyed to adopted the moderate external environment to compute the competition in a better enlighten to the effect of decision-making. HRIS provide a better information and improves the wide variety of organization, in the HR department to complete in automating the administrative tasks.

ADOPTING OF HRIS IN MALAYSIA

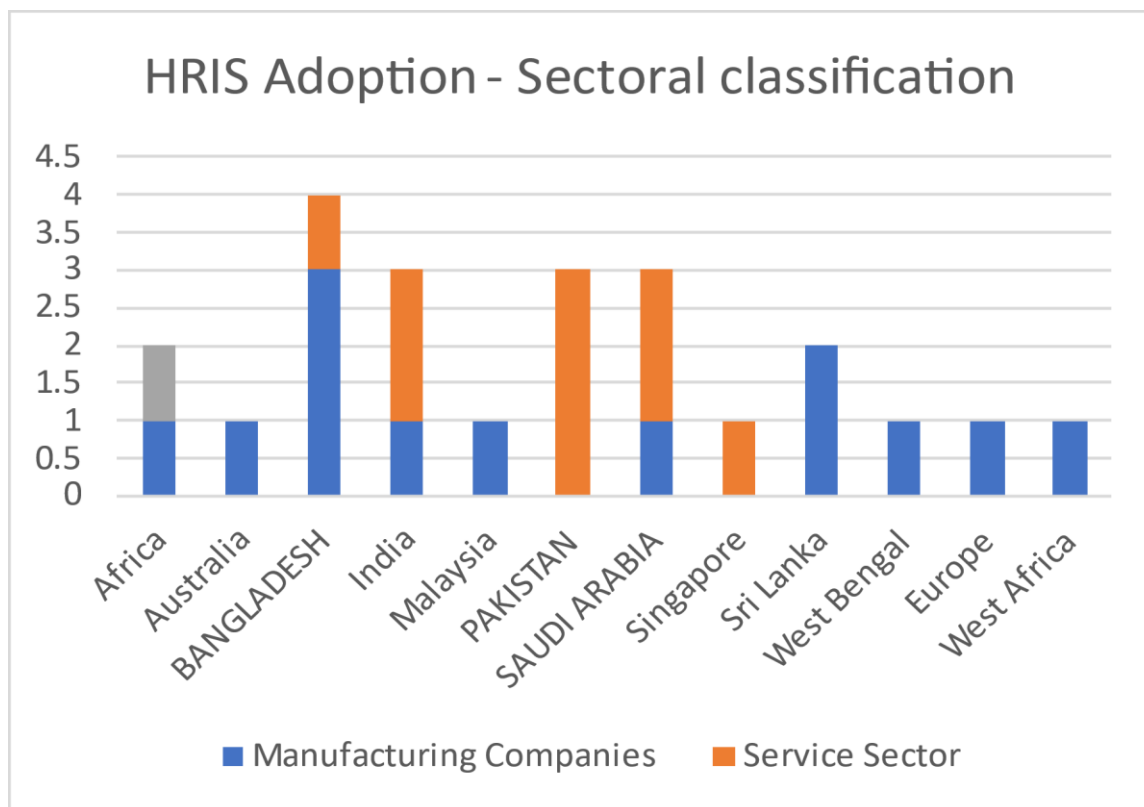
Aidi Ahmia et al (2016) Collection of information in the internal audit department, public to get a better understanding of information technology adoption in public organization of Auditors in Malaysia. The aim of the study to adopt the HRIS application to collect, store, analyse, details about employees in the organization to serve better by providing training and development program, professional development of the employee to work better in the organization to meet the success.

ADOPTION OF HRIS IN DIFFERENT SECTOR

In the competitive business market, the radical changes of the internet and intranet by the value of Local Area Network (LAN). The business is changed into the global village and geographical boundaries to develop the human resource information technology. Workers wants to aware of the HRIS applications in web-based, self service information system to the processes of HR. The organization wants to develop the workers to undertake the higher-grade tasks, provide the conventional training of new workers, legislative requirements to meet the standards. Few industries were adapted in HRIS application as **HOSPITAL, INFORMATION TECHNOLOGY, EDUCATION, SERVICE SECTOR, PUBLIC AND PRIVATE ORGANIZATION, TELECOM INDUSTRY, GARMENTS, MANUFACTURING COMPANIES Etc.**, The strategic HRM will make the employees in the HR department to enhance the HR operation towards the organizational to meet the advantages of strategic.

HRIS ADOPTION IN SECTORAL CLASSIFICATION

Figure no.1



Source: Primary

ADOPTION OF HRIS IN HOSPITAL SECTOR

Md Golam RabiulAlam et al (2016) Among the 4 different dimensions, the technological dimension is recognized as the most important dimension followed by organisational dimension, human dimension and lastly environmental dimension, are significantly adopted the considered variables.

ADOPTION OF HRIS IN IT INDUSTRY

Z. Ahmer (2013) Employees were interested to learn the innovation of HRIS adoption, it reduces the operational cost and to be developed in Pakistan culture. Comparative advantage and Compatibility were completely correlated with innovation.

ADOPTION OF HRIS IN EDUCATION

Wassan Al-Khowaiter et al (2014) Increased the user in the organization by providing the job training in a strong predictor on continuance intention, this could be the reason for the positive effect of organization. To enhance their performance based on the adoption of HRIS intention towards the organization is very useful.

ADOPTION OF HRIS IN SERVICE SECTOR

Dr. C. M. JAIN (2017) Majority of survey respondents indicated that HRIS was used mainly at Operational and Functional Level to gain the knowledge in Indian service sector. Benefit of the company to gain efficiency in reduction of staffing levels in administrative and functional.

ADOPTION OF HRIS IN TELECOM INDUSTRY

Muhammad Imran Hanif et al (2014) Efficiency to make comprising the importance towards the productivity, efficiency, flexibility, control, internal communication and information management for the success and improvement of employee retention and facilitation and time saving ultimately leading to effective and efficient decision-making system.

ADOPTION OF HRIS IN SURVEYED ORGANIZATION

Thompson S.H. Teo et al (2001) Senior executives of the employees are surveyed in the organization were operated, strengthened and expanded the processes of adopting the HRIS. Strategic purpose of the study is implemented and the greater success of adopting the HRIS.

ADOPTION OF HRIS IN MANUFACTURING SECTOR

Wendrila Biswas et al (2018) HR department has rated the system as an essential part that supports the organization in its competitive efforts. It adds value to the department and helps the internal operations to run smoothly. A huge transformation has been observed in human resource functionalities in these manufacturing companies after the adoption of HRIS.

ADOPTION OF HRIS IN PRIVATE AND PUBLIC BANKING AND FINANCIAL SECTOR

Mohammad Anisur Rahman et al (2016) Success of the adoption of HRIS in the banking and financial sectors were engaged to the managers and the end users. Social influence and behavioural intentions were influenced in the direct and indirect effect of HRIS adoption, in a positive contribution to design the strategy of employee attitude.

ADOPTION OF HRIS IN PHONE BOOK SECTOR

Thompson S.H. Teo et al (2007) Administration was influenced by the HRIS. Significant level of adopting the HRIS to enables, the diffusion to engage additional employment energies of acceptance, which would greatly enhance their efficiency and effectiveness.

ADOPTION OF HRIS IN TEACHER SERVICE COMMISSION SECTOR

Catherine Warui et al (2015) described the management skills and activities are practiced and to arise the best way to prepare managers for the complexity, uncertainty, uniqueness and value conflicts. This is the role of management in adoption of HRIS.

ADOPTION OF HRIS IN GARMENT SECTOR

Mohammad Anisur Rahman et al (2017) implementing the recent trend of engaging the information system to bring up their business in primarily and operationally to achieve the competitiveness in efficiency. The information system of processing towards the greater cost of automation in data analysing. However, due to management, organizational and financial factors, the RMG sector is not able to implement HRIS.

ADOPTION OF HRIS IN MANUFACTURING SECTOR

P Dombagaha Pathirange Marian Shavini Medonka (2018) identification of leadership activities and to support the new practices of Top Management Support, Compatibility, Relative Advantage and IT Capability of software to adopt the HRIS. It improves the adoption of HRIS with enough trainings to employees.

ADOPTION OF HRIS IN PRIVATE BANKING SECTOR

Sumon Das et al (2019) discovered the positive relationship with restraining the factors in banking industry. Found that the factors to adopt the HRIS to explore the better situation to compete the competitive world.

ADOPTION OF HRIS IN PRIVATE ORGANIZATION

Ananya Raka Chakraborty et al (2013) cleared the factors of adopting the HRIS towards the organizational size, management commitment to influence the impact of studies in Europe. Theories of the study to discover the various geographical areas are identified in the global network, culture of the country and the organization, it plays a vital role to adopt the HRIS. Strongly recommend the investigation of the research in the aspect of culture in HRIS adoption.

Nasim Qaisar et al (2018) the greater benefits of organization to derive the positive relationship among the extent of HRIS adoption in organizational performance to support the relationship of HR staff and HR expertise.

A Chamaru De Alwis et al (2019) positive relationship between the organizational culture and organizational structure in the dynamic capabilities of the HRIS adoption, to meet the expectations of management commitment and organizational dynamic capabilities.

confirm a positive relationship between organizational dynamic capabilities and adoption of HRIS.

Arifur Rahman Khan et al (2015) Administrative efficiency and to generate the reports to improve the decision making in technology and environment in a positive relationship. The application of employee selection, employee placement, payroll management, training projections etc.,

ADOPTION OF HRIS IN PUBLIC ORGANIZATION

Indrit Troshani et al (2010) influenced the public sector organization to complete the integration of technology to enrich the nature of data collected, certain practical suggestions are derived. Managers, Practitioners and decision making in the public sector organization to improve the chances of achieving the HRIS adoption success.

Aidi Ahmia et al (2016) described the opportunity to offer the technologies to adopt the auditors in professional development and training to be needed in IT in auditing. Influences the multiple regression of analysis to methodologies and analysis techniques.

ADOPTION OF HRIS IN PRIVATE AND PUBLIC ORGANIZATION

Dr. J. Anitha et al (2014) improving the empowerment of employees in decision making to improve the business in long term performance of the gross margin to measure the success. The sustainable development of the paperless of to enrolment plan, printing and mailing costs. Successful implementations of HRIS in instrument of development and validation of the study.

BENEFITS OF ADOPTING HRIS

In the modern digital world, the term (HRIS) Human Resource Information System endures to grow in developing countries in the benefits of employing in the organization. Most of the organization are stored their data in cloud-based solutions, geographies and functionality of the minimum standards of the information system in the organization. Most significant factors of adopting the HRIS in HR platform to increase the productivity in the organization to develop the human resource information system.

Automation

The development process of accelerate effort of the workers in the organization will be stored in an automatic/electronically. The periodic tasks of the employee will be recurring weekly, monthly, annually, but the necessary work will be done in onboarding or off-loading in an organization. These processes will be done in automated progression of time saving, cost efficiency, people -intensive work will be dealt with by humans. This will be helpful for the new employees to get all the details in automated human resource information system, it will be reduced in paper and related material.

Time & Efficiency

Allocating the employees towards the distributing of new company policy, saving time, improves the productivity, increase efficiency, automated alerts, reports and up-to-date materials inside the software system. Previously they used to take the manual data to pull the reports about the employees, some data's will be lost, erased or very old paper to be teared and polishing the information and instead through using an HRIS to schedule the information in a maximum appropriate to aid the decision-making have never been easier in real-time.

Employee Engagement

Application of HRIS is used have all information about each worker working under the organization to attain the objectives in the competitive market. This information will help the employees to have their self-service portal to access from anywhere outside the organization and also in any platform. They can easily access the information about scheduling their work in their cell phone after the regular hours of work. Make the employees to feel good to work in an organization, they can easily access all the details about their work and personal details in the HRIS application, will be transparent. And it also shows that organization is trust their employees, this will save the HR employees time and energy.

Strategic Incentive

Analytics and geographies of using the business needs and IT capabilities of the way to account the legal worth to use the decision making, the Human Resources embraces the entire company organized to adopt the HRIS in the organization. Addressing the well-being of business and its path to growth and success of the human resource to direct towards to the engaged, more profitable, growth-oriented business with the right technology to adopt the HRIS application in a strategic encouragement to get them.

Minimize Errors

The characteristics of HR being the central department of the organization to move in a right direction towards the culture compatibility and accountability of the outside human resource department. Influenced to adopt the HRIS will comes to the reduction in payroll errors or scheduling errors. Through HRIS application will give support to each and every one in the organization to get their information, whenever and wherever they need, holding people for the accountable for the information they have access to easier than ever.

HRIS INFLUENCED TO DECISION-MAKING

Decision-making plays a very vital role in every organization, based on the good decision the organization sets their value of standards. Adopting the HRIS application in the organization to manage the information correctly and to take an effective decision towards the workers. All the data's will be collected about the employees to provide such training and to develop their performance, to standardized the economy and technology development in the organization to attain the goals.

CONCLUSIONS

Adoption of HRIS in Manufacturing sector is more compare to the Service sector. Further research needs to focus on barriers to prevent the service sector to adopt the HRIS at Strategic level and HR Professionals standing of those adopting HRIS to support HRM Functions. Vendor support is important for the organization to minimize the cost and customize the human resource information system to bridge up the gaps to result in insufficient to the organizational fit, factors to the scope of HRIS adoption.

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