Human resources information systems impact on the performance of human resources management in organizations: Field Study

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Abstract:

Research paper aims to examine and determine the impact of human resources information systems (quantity, time, flexibility) in the performance of human resources management (planning, implementation, evaluation, development), as well as to determine the level of importance of these variables in government organizations, where the paper has been divided to four parts included the first methodology and objectives, the second presentation of the literature research paper and the discussion and analysis of the results of the study, and the fourth most important researcher presented findings and recommendations on the subject of this paper. The researcher also harmonize and develop a questionnaire distributed to (30) at various administrative levels. Accordingly, the study found the following results:

1. Low interest government organizations in the development of human resources information systems to obtain information useful for upgrading the performance of human resources management.
2. Poor attention to the application of the principles of modern management in human resources due to weakness in relying on the output of the human resources information system.
3. The low level of interest in the output of the human resources information system in organizations.
4. The low level of performance of human resources management in organizations.
5. There is no statistically significant effect of the characteristics of the human resources information system in organizations which means lack of hypothesis.

Key words: information system, human resources, management of human resources information systems.
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**Introduction:**

Human resource management in large organizations has especially those that operate in a highly competitive environment, one of the strategic resources that increase the productivity and effectiveness of those organizations. As human resource information system plays an essential role and assist in the management of human resources in the distinctive way so that human resources information systems success and excellence for the Department through which human resources management knowledge and the transfer of such knowledge and stored by another for the purpose of reuse when needed (Laudon, 2001).

Since most Saudi organizations possess facilities for human resources information systems and holds management responsible for the human resources they need to learn appropriate ways to use this system in the management of human resources, and returns through the study of the impact of human resources information systems on the performance of human resources management in these organizations, under the present circumstances where abundant knowledge with low or no regime governing those in institutions, so must deal with the insight to this theme with the introduction of concepts and modern technologies to increase the efficiency of human resources management, and building organizations, human resources information systems highly efficient human resource management helps in performing their work (Strain and Reynolds, 2001).

**The Problem of paper:**

this paper focuses on the problem of Saudi organizations is the low level of dependence on the outputs of human resources information systems in human resources management roles, so was the subject of this paper is to study the impact of human resources information systems in human resources management performance in a sample of organizations.

**The importance of Paper:**

research paper has touched on two main variables to the human resources information system, and human resources management are important variables in modern management literature, highlight the reality of these two variables in the environment and private sector organizations. The paper describes the role of the human resources information system in the performance of human resources management in organizations with the aim of developing this system in human resource management.

**The Objective of paper:**

this paper aims to clarify the level and importance of variables in a sample search, and describe the impact of the human resources information system in the performance of human resources management, as well as the use of tools (questionnaire) were harmonized across it to researchers in information and human resources management.
The hypothesis of Paper:

Assume the following paper: *moral effect of output characteristics of human resources information systems in human resources management*.

The sample of Paper:

Public sector organizations were selected for the research community in this paper are from organizations that are part of the Government sector in Saudi Arabia, the sample was formed from the upper and central administrations in these organizations, with the number of questionnaires distributed (30) questionnaire, was recovered (21) questionnaire for the analysis, has been distributing the questionnaire method.

Methods of data collection and analysis:

Researcher on the earlier studies relied on research near a paper questionnaire has been developed consisting of three sections, as in (1), and to collect data on the applied measurement adopted for human resources information system (independent variable) in source (ahnzaari, 1990) for paragraphs on the human resources information system, and the second variable human resources management adopted the scale (Vorbeck Heisig and 2000) for the purpose of diagnosing the performance of human resources management, Lacart scale-based, Quintet, and validation of these tools through the Pearson coefficient, which indicates that (96%) It is more than the installed (56%) this means the reliability of survey results in achieving the goals of the research paper, and other studies.

Have been using descriptive analytical level the importance of paper variables, the researcher used Simple Regression Analysis to test the effect of the independent variable on the dependent variable, using the SPSS statistical analysis package.

1. Theoretical introduction to human resources information systems:

Human resources information system of main pillars supporting the decision-making process at various levels, and is an active part of the system, and researchers disagree on the definition of
information systems human resources HRIS because of the rapid development of information systems, different target definition and defined by the (Stain and Reynold, 1999) provides that an administrative information system deals with events relating to the staff and the Organization, As stated in (O'Brien, 2003) that a set of systems supporting human resources management activities such as the selection and appointment calendar, and on the management information system for human resources management, and also knew (Laudon, 2001) that a set of systems that perpetuate the personnel records and develop their skills and to measure performance and the evolution of occupations, wages, and here the type into focuses its activities within the system of human resources management.

In this paper, the researcher knows that a group of physical facilities such as computers and peripherals, information such as database management systems and operation, such as staff and programmers, working in an integrated manner in order to support management decision-making on the management of human resources in the Organization and in all levels of management.

1.1 input human resource information system:

Human resources information system needs to set of inputs that produce what is required from the output of the main inputs (Stain and Reynold, 2001), as follows:

1. The policies of the Organization and the critical human resource needs.
2. Payment rules and forms dealing with the payment of wages.
3. External sources to get the workforces.
4. Internal sources to get the workforces.
5. Personal data on human resources in the organization.
6. A precise description of the functions of the organization.
7. Rules of performance measure used in the organization.

1.2 human resources information system output:

Output type and size varies from one system to another and depending on the type and size of the work of the Organization and of the most important outcomes (O'Brien, 2003):
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1. Human resources plan.
2. Choose human resources requested.
3. The results of evaluating the performance of employees on various levels.
4. Results of the performance evaluation of employees at various levels.
5. Assist in the preparation of the reports of occupational safety.

1.3 The benefits of human resources information systems:

Human resources information system to support the management process in the three administrative levels through the following:

1. Help to support staffing decisions in business organizations and identify career path for employees in the organization.
2. Supports the planning of training and staff development programmes (Strain and Reynolds, 2001).
3. Assist in the preparation of a human resources plan to provide information on the labour force and their needs.
4. Helps in scheduling workers and set up a schedule of replacement staff.
5. Help manage pay and select levels.
6. Help property management and scientific competence available to the organization.
7. Is used to evaluate the performance of the function of human resources in business organizations (Strain and Reynolds, 2001).

2. Human resources management portal:

The shift in public interest organizations to provide services to beneficiaries to pay attention to the quality of those services and provide better as a result of regulatory and economic changes experienced by various administrative sectors and subordination. And that most of the services provided by the different States of the devices available to consumers turning attention to the quality of the performance of those services, as consumers looked to the highest level of service, quality, and more efficient and effective. It became more aware of the culture of consumption (Najm, 2005).
There are many definitions of human resource management in terms of drafting, but consistent in terms of content, defined as a series of decisions on the functional relations that affect the Organization's effectiveness and efficiency of the staff. As defined by some as is the process of attracting individuals, develop, and retain the Organization's goals and objectives, and also the involvement of human resources management in strategic planning for the Organization, and in this paper, known researcher as the human race originally investment and development must be managed effectively and efficiently if the organization is to achieve increased productivity and superior performance in the long term (Obrain,2003).

1.2 The functions and importance of human resources management:

Human resources management specialized and independent body to assist other departments in providing their employees develop and preserve their records, and they achieve the objectives of the Organization in the productivity, profitability and growth. Job: part of the functions of the Department, each manager in the organization manages its own personnel (planning, organization, direction and control).

The decision on a programme for human resources is subject to controversy because it's unclear economic jargon and figures. Rendering the Organization directs its spending to programs with a significant payoff as buying hardware or maintenance rather than to the training and development of human resources, maintenance and conservation. The concept of ' human resources management ' is a modern concept for dealing with the human element in organizations profitability; it means that behind every successful organization successful programmes for human resources. It already is clear that the importance of human resource management comes from the following points (Najm,2005):

1. The capacity of the Department of human resources to attract the best human elements to fill the vacancies which will turn on productivity and profitability.
2. The ability of the Organization to provide the regulatory climate for business in terms of motivation, pushing them to tender and productivity.
3. Prompt treatment for potential problems in the area of recruitment and performance.
evaluation, training and upgrades will provide potential costs resulting from rotational speed, or increased rates of absenteeism, low productivity.

4. A high cost in cases of legal recourse of separation, the allowance is not granted, or override in promotions.

2.2 Human resources strategies and functions:

Human resources administration can work to emphasize the use of energies as possible through constructive strategies in the area of selection, recruitment, development and maintenance of human resources and employee relations. In light of this letter (Mission) can develop long-term strategies for the management of human resources to achieve the intended goal, often involving human resources management under the core objectives (Stewart, 2001):

A. Efficiency

B. Equity

A. Efficiency: is the relationship between the Input-output Ratio and production inputs are: raw materials, machinery, technology, information, human resources, outputs is products or services and achieve efficiency whenever the output value is greater than the value of the input. It is the expression of the performance of the organization from two angles: the performance of the Organization, staff performance

b. Justice: and intended actions and decisions to deal with human resources, can be measured from two angles: the Organization and staff (Obrain, 2003).

3.2 Administrative process in human resources management:

Define management as a set of integrated functions, and goal setting, planning, organization, direction, implementation, monitoring and evaluation of performance, competition for available resources (human, financial, technical, information) as possible in order to achieve the objectives of the organization (Heisig, 2001).

2.4 Skills required for human resources management:
Categorized skills to work managers into three sections: technical skills: concerned with the nature of work and affect the performance of the individual, such as the use of the machines and their parts and the way they run and stopped, print, programming, financial audit behavioral skills such as communication skills, conflict resolution, negotiation, and configure social relationships and motivation. Intellectual skills: logical thinking, rational, and predictable, and decision-making skills. However, the level required for managers of these skills varies according to the management of the sites (Stewart, 2001).

2.5 The activities and functions of the human resources management:

Human resources management includes several functions and activities are as follows (Najm, 2005):

1. Human resources planning: this activity includes various programs such as: job description, human needs, planning and preparation for employment, skill level required, selection and recruitment, performance evaluation, transfer, and dismissal.

2. Human resources development: the most important activities of the departments of human resources and the most expensive. Includes: rehabilitation, training, retraining and upgrading of high administrative levels, as well as organizational development and providing security, safety and health of employees.

3. Compensation (wages and salaries): This enters the job evaluation and to compare it with some of the equitable remuneration, evaluation methods of wages and salaries, wage compensation comparison the ruling out of the organization.

4. Maintenance of human resources: a focus on financial benefits, both direct and indirect, as well as various services of health, education and social and individual morale and job satisfaction.

5. Employee relations: and compatibility and coherence between the Organization and the staff to ensure that opportunities for career advancement and planning, and reduce sources of friction between management and staff and reduce the feeling of dissatisfaction, and stressed the principle of Justice and equality by the administration towards staff, traffic management,
career moves, dispensing service, resignations, retirement.

3. Human resources management and human resources information systems, logical relationship:

The Department as a job can be subject to several methods, and the tools and processes of human resources management, which is part of the public administration, with the impact on information systems, human resource development and related services as well as competition in the world of business.

As to human resources information systems impact on the performance of human resources management would have an impact in achieving efficient and effective production and use of assets, so that distinct management produced by the makers of computer knowledge that once produced and sold several times, so that the nature and behavior of the organizations in the use of human resources information systems makes them deal with types and different methods of administration, and various forms of human resources where these individuals on the levels Different from the education, experience and skill so they work different affect in one form or another in the business processes of the organization.

This quantum of human resources constitutes the bulk of the cost of the commodity knowledge pertaining to human resources information systems, especially if the product is in production stage for once at this stage assume a high cost, if copied, the cost is minimal and the cost of labour that they engaged in the burn process so that the process of sustaining human resources through specific information systems that support a range of administrative decisions required by organizations in decision-making processes for power Working.

4. The practical side of the research paper:

The researcher in this section presents the findings of the paper through the search for a solution to the problem of research and achieves its objectives, presents table 1 distribution frequency and percentages and averages the calculation to determine the significance of the variables of the study sample. Where these methods were measured for each variable through the paragraphs contained in the
questionnaire, if passed the arithmetic mean of the variable value (3) indicates that the availability of
good standard and interest in this variable, in the following frequency distribution percentages and
arithmetic means and standard deviations of the variables of human resources information systems,
table 1:

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly agree</th>
<th>Percen</th>
<th>Mean</th>
<th>deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rep. %</td>
<td>Rep. %</td>
<td>Rep. %</td>
<td>Rep. %</td>
<td>Rep. %</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Precision</td>
<td>3 14%</td>
<td>4 19%</td>
<td>5 24%</td>
<td>7 33%</td>
<td>2 10%</td>
<td>59.04</td>
<td>2.95</td>
<td>1.4</td>
</tr>
<tr>
<td>Quantity</td>
<td>4 19%</td>
<td>3 14%</td>
<td>5 24%</td>
<td>5 24%</td>
<td>4 19%</td>
<td>55.08</td>
<td>2.90</td>
<td>1.0</td>
</tr>
<tr>
<td>Time</td>
<td>2 10%</td>
<td>3 14%</td>
<td>6 28%</td>
<td>6 28%</td>
<td>4 19%</td>
<td>53.33</td>
<td>2.66</td>
<td>1.7</td>
</tr>
<tr>
<td>Flexibility</td>
<td>4 19%</td>
<td>3 14%</td>
<td>7 33%</td>
<td>7 33%</td>
<td>3 14%</td>
<td>60.95</td>
<td>3.04</td>
<td>1.6</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>57.60</td>
<td>1.88</td>
<td>0.95</td>
</tr>
</tbody>
</table>

In table 1 the arithmetic total of output characteristics of human resources information systems
strategic study sample organizations reached (2.88) is less than the premise (3) and standard deviation
(0.95) and ranking second in terms of relative importance (59.80) which leads to the absence of impact
of these properties in the output of human resources information systems in organizations, variables,
arithmetical average has achieved less than the overall average were respectively (2.95), (2.90), (2), the
standard deviation of the (1.4) (1.0) (1.7). While the average account flexibility needed (3.04) and
standard deviation (1.6) this indicates a good level of flexibility to organizations, and these results
suggest low interest organizations to develop and activate its information systems human resources for
information concerning raising the performance of human resources management. In table 2 shows
frequency and percentages and arithmetic means and standard deviation of the variables of human
resources management, the following:
In the previous table (2) notes that the overall average for variables of human resources management had reached (2.99), lower than the average premise (3) and standard deviation (1.3), which occupied the first variable as important planning ranks first (59.8) in organizations, either variables (execution, evaluation, development) amounted to less than the arithmetic mean values of the value premise, respectively (2.76) (2.9) (2.85) and standard deviation (0.7), (1.3), and these indicators show low Attention to human resources management variables. The table (3) to the simple regression coefficient for the effect of dimensions of human resources information systems in dimensions of human resources management is as follows:

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>Neutral</th>
<th>agree</th>
<th>Strongly agree</th>
<th>Percent</th>
<th>Mean</th>
<th>deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Planning</td>
<td>5</td>
<td>24%</td>
<td>4</td>
<td>19%</td>
<td>5</td>
<td>24%</td>
<td>3</td>
<td>14%</td>
</tr>
<tr>
<td>Implementation</td>
<td>3</td>
<td>14%</td>
<td>3</td>
<td>14%</td>
<td>5</td>
<td>24%</td>
<td>6</td>
<td>28%</td>
</tr>
<tr>
<td>Rating</td>
<td>6</td>
<td>28%</td>
<td>4</td>
<td>19%</td>
<td>3</td>
<td>14%</td>
<td>4</td>
<td>19%</td>
</tr>
<tr>
<td>Development</td>
<td>4</td>
<td>19%</td>
<td>2</td>
<td>10%</td>
<td>7</td>
<td>33%</td>
<td>4</td>
<td>19%</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>59.80</td>
<td>2.99</td>
<td>1.3</td>
</tr>
</tbody>
</table>

Beta-B = the amount of the change in the variable when the independent variable value changes one unit.
The previous table shows the poor relations of the moral significance of the effect of the independent variables on dependent variables at the macro level or micro level in organizations, where the inverse relationship emerged relations and morale than the effect of the independent variables in the evaluation where the inverse relationship with the value of the coefficient of regression (-0.9595), moral level (0.01) which means it's not Saudi government organizations to achieve good performance of human resources management, as well as the impact of variable flexibility in evaluation, the value of the coefficient of regression (0.919) and reached the level of moral (0.05) this indicates that the relationship between the independent variable and the dependent variable is a statistical function, this means not accepting the premise, in this reference to the existence of significant shortcomings in the use of human resources information systems in human resources administrative processes.

5. Results:

On the basis of the foregoing analysis of the questionnaire results, as presented in the conceptual framework paper had reached the following conclusions:

1. The weak interest of non-governmental organizations in the development of human resources information systems to obtain information useful for upgrading the performance of human resources management.

2. Poor attention to the application of the principles of modern management in human resources due to weakness in relying on the output of the human resources information system.

3. The low level of interest in the output of the human resources information system in organizations.

4. The low level of performance of human resources management in organizations.

5. There is no statistically significant effect of the characteristics of the human resources information system in organizations which means lack of hypothesis.

6. Recommendations:

1. More research and studies on human resources information variables in the environment, where they can constitute a knowledge base for business operations employ government organizations.
2. The need for the organizations to pursue and develop activities related to human resources information systems, investment in upgrading the performance of the Department of human resources and features for organizations.

3. The need for higher institutions in Saudi government organizations a clear vision on the role of human resources information systems to upgrade the performance of human resources management.
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