

Impact Of Human Resources Information Systems On Job Performance Quality: A Field Study In Health Administration In Dhi Qar

RAHEEM YASIR HUSSEIN¹, AHMED GHORBEL²

1- PhD Student in Economics, Faculty of Economics and Management, University of Sfax, Tunisia.

2- Professor doctor in Faculty of Economic Sciences and Management University of Sfax.

Abstract:

This study aims to investigate the strength of Human Resources Information Systems and its impact on Job performance quality in Health administration in Dhi Qar. Human Resources Information Systems is measured through dimensions such as career path management, performance appraisal, human resource development, , Job performance quality is evaluated through the dimensions of Tasks performance, Contextual performance, and Adaptive performance. The study utilizes a descriptive analytical approach, relying on both secondary and primary data.

The study found a strong interest and unanimous agreement among participants in Health Administration in Dhi Qar regarding Human Resources Information Systems (HRIS) and job performance quality. Additionally, the regression analysis highlighted a significant and positive impact of HRIS, particularly in dimensions such as Career path management, Performance appraisal, and Human resource development, on job performance quality in the health administration.

The study recommends Invest in upgrading and integrating HRIS within Health Administration in Dhi Qar and Prioritize ongoing training and development initiatives to enhance employees' skills and knowledge.

Keywords: Human Resources Information Systems, Job performance quality, Health administration in Dhi Qar.

1. Introduction:

In the context of globalization, the world is witnessing a profound and rapid evolution in human resource management at economic, political, social, and technological levels. As a result of this deep and swift development in information technology, the world has entered the era of information, and Human Resource Information Systems (HRIS) have emerged. Therefore, the essential function of the HRIS is to meet the information needs of human resource management concerning all employees for planning, organizing, and directing the activities and operations of this management (Bhattacharyya et al., 2020). Additionally, this system provides management with comprehensive and accurate information about human resource management, including reporting and information with analytical indicators of the performance of employees in the organization (Bondarouk et al., 2016; Parry, 2011).

HRIS includes a set of subsystems, with the most important being recruitment planning, performance assessment, training and development, and payroll. Organizations possess various resources used to improve performance levels and subsequently achieve their goals, but the most important and impactful resource is human resources. It is considered the primary and essential wealth of the institution and a fundamental factor for performance. Human resources allow the organization to survive, sustain, and grow. This has led organizations to pay more attention to human resource affairs, as this element possesses properties and advantages not found in other resources. It serves as a fundamental source for performance improvement and success, thanks to its adoption of modern methods and tools, including the Human Resource Information System (HRIS), which directly and indirectly influences the performance of employees contributing to the achievement of the organization's goals (Haider et al., 2021).

Human Resource Information Systems (HRIS) have become a vital tool for organizations to achieve greater Tasks performance in managing human resources (Kavanagh et al., 2018). With the rapid advancement in technology, these systems have evolved from being a simple database management system to a comprehensive platform integrating various HR functions such as recruitment, training, performance management, and compensation (Marler & Fisher, 2013). In the context of continuous and dynamic competition, organizations strive diligently to enhance their performance and maintain competitive excellence.

Human Resource Management (HRM) plays a crucial role in determining the success of an organization, where effective HRM can contribute to increased Tasks performance, productivity, and overall performance (Strohmeier, & Piazza&, 2015). Thanks to the adoption of advanced technologies like Human Resource Information Systems (HRIS), these technologies can play a pivotal role in transforming HRM practices and achieving a positive impact on job performance.

HRIS, which stands for Human Resource Information Systems, is the integration of information technology and Human Resource Management (HRM) with the goal of optimizing and automating various HR processes, including talent acquisition, training, performance management, payroll, and benefits administration (Hendrickson, 2003). Organizations today increasingly recognize the necessity of utilizing technology to enhance the Tasks performance and effectiveness of their HR functions (Lengnick-Hall & Moritz, 2003).

This research aims to investigate the influence of HRIS on organizational performance, highlighting the diverse ways in which HRIS can contribute to increased Tasks performance, effectiveness, and a competitive advantage. Numerous studies have explored the relationship between HRIS adoption and organizational performance, revealing positive connections in areas such as reduced administrative workload, improved data accuracy, and enhanced decision-making capabilities (Bondarouk et al., 2016; Parry, 2011). Other research has focused on the role of HRIS in specific HR functions like talent acquisition (Cober et al., 2004), performance management (DeNisi et al., 2014), and employee engagement and retention.

Despite the growing body of literature on HRIS, a comprehensive understanding of its impact on organizational performance is crucial. This study aims to address this gap through a systematic literature review, examining case studies of organizations that have implemented HRIS and analysing secondary data on organizational performance. The paper draws on various theoretical perspectives, including the Resource-Based View (RBV) and the Human Resources Information Systems Approach, to elucidate the relationship between HRIS and organizational performance.

The findings of this study have implications for both researchers and practitioners. For researchers, it contributes to the existing knowledge on HRIS and organizational performance, providing a comprehensive understanding of their relationship. For practitioners, the study offers insights into the potential benefits of HRIS adoption, along with the challenges organizations may face during implementation. The paper concludes with recommendations for organizations looking to implement HRIS and leverage its benefits to enhance performance.

2. Literature Review

Study (Abuhantash, 2023) The purpose of this research paper is to investigate the impact of Human Resource Information Systems (HRIS) on organizational performance. HRIS are digital platforms that help organizations to manage human resources by centralizing, organizing, and automating processes related to HR functions. This study examines the relationship between HRIS implementation and organizational performance, specifically focusing on the Tasks performance, effectiveness, and competitive advantage that organizations can gain. Through a comprehensive review of existing literature, case studies, and empirical analysis, this paper establishes the importance of HRIS for organizations and offers recommendations for successful implementation and utilization.

Study (Simbolon et al, 2023) This study aims to describe the effect of human resource planning, quality of work life and compensation on employee performance at PT. Supermarkets Forward Together with Medan. This research was conducted for 3 (three) months, starting from March 2022 to May 2022. This study used the proportional random sampling method. The respondents of this study were all cashiers at PT. The Maja Besana Supermarket in Medan with a total of 120 (one hundred and twenty) employees. The research instrument is a questionnaire to collect data from human resource planning variables, quality of work life variables, compensation variables and employee performance variables. Data analysis techniques used are validity test, reliability test, descriptive analysis, multicollinearity test, normality test, multiple linear regression analysis, multiple linear correlation coefficient test, partial hypothesis test t test, simultaneous hypothesis test or F test, and calculation of the coefficient of determination.

The results of descriptive analysis for human resource planning variables are in the good category, for the quality of work life and compensation variables are in the fairly good category, and for the employee performance variable in the good category, at PT. Supermarkets Forward Together with Medan. Based on the partial analysis, human resource planning, quality of work life and compensation have a positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. Simultaneously human resource planning, quality of work life and compensation have a

positive and significant effect on employee performance at PT. Supermarkets Forward Together with Medan. The contribution of human resource planning variables, quality of work life and compensation to the increase in employee performance variables is 0.737 or 73.7%, while the remaining 0.263 or 26.3% is influenced by other variables not examined in this study, such as work. ethics, competence, leadership and others. like work. ethics, competence, leadership and others. like work. ethics, competence, leadership and others.

Study (Elisa et al, 2023) Employee performance improvement is based on the willingness to mobilize all elements of human resources. This study aims to determine the effect of role perception, human resource development, and compensation on employee performance. This type of research is causality with a quantitative approach. The study has a population of 109 employees of Ibn Sina University. The number of samples obtained by the solving formula amounted to 85 respondents. The sampling method used is Simple Random Sampling. The data analysis approach used is multiple linear regression. The result of this research is that there is a positive influence of role perception, human resource development, and compensation partially and simultaneously on employee performance. This study provides findings that there is an empirical model development on employee performance that is influenced by role perceptions, human resource development, and compensation.

Study (Atmaja et al, 2023) The primary goal of this study was to comprehensively examine the role and significance of performance management within organizational contexts. The study aimed to delve into the collaborative nature of performance management, emphasizing the partnership between managers and employees in planning, monitoring, and reviewing work objectives. Specifically, the research sought to dissect the components of performance management, exploring how it aligns individual efforts with organizational goals and contributes to overall success.

The study revealed that performance management plays a pivotal role in enhancing organizational effectiveness and employee performance. One key finding highlighted the emphasis on assisting employees in identifying the knowledge and skills required for efficient job performance. Additionally, the research underscored the role of performance management in motivating and empowering employees through effective reward mechanisms. Overall, the study emphasized the integral connection between performance management practices and organizational success, showcasing how these practices contribute to employee engagement, productivity, and continuous development.

Study (Mbaidin, 2020) The study aimed to identify the human resources information systems and their impact on the strategy of evaluating the performance of the employees of Jordan Telecom Company. The objectives of the study achieved through a questionnaire were developed for the purpose of data collection. The (SPSS.16.1) statistical software was used to analyze data.

The most prominent results were: The level of importance of human resources information systems (the Tasks performance of human resources information systems, integration with other MIS, responsiveness) in Jordan Telecom was moderate in terms of respondents' perceptions, as well as the impact of human resources information systems in the performance assessment strategy. Human resource systems accounted for 54% of the variation in the strategy of evaluating the performance of Jordan Telecom employees. In light of the achieved results, the study recommends, the most important of which is the development of human resources information system aimed at tracking the performance of employees to improve their performance and improvement, and recommended the development of human resources management policies, so as to contribute to the detection of the potential and potential of workers.

Study (Hikmawan, & Budi Santoso, 2020) Today employee performance is a fundamental element for the progress of the institution. Along with the changing times demanded in increasing employee performance in order to achieve the objectives to be achieved. The discussion of this study regarding the decline in employee performance is characterized by a decrease in the percentage of achievement of work program targets. In this study, there are two variables, namely human resources information system variable (X) and employee performance variable (Y). This study aims to determine the effectiveness of human resources information system and the level of employee performance. This research method uses descriptive method using the type of explanatory survey research. Data collection techniques used were interviews and questionnaires that used a rating scale measurement scale. Data analysis techniques using simple regression analysis. The population in this study is employees.

Based on the results of the study, showed that the respondents' perceptions of performance appraisal in the effective category were in the very high category. Hypothesis testing shows that human resources information system has a positive and significant influence on employee performance

Study (Kasasbeh, 2020) This study aimed to examine the moderating effect of innovation on the relationship between human resources information systems and organizational performance as applied on the government Departments and Mutah University in the Karak. This study attends to these practical and theoretical gaps using a quantitative methodology that involves hypotheses testing with data collected from (168) managements of the government departments in the Karak area using systematic random sampling. The data investigates the positive influence of the moderating effect of innovation on the relationship between human resources information systems and organizational performance and analyzed using Partial Least Square-Structural Equation Modeling (PLS-SEM).

The results, validated by four accepted hypotheses, indicate that (a) the responsiveness of HRIS, (b) the Tasks performance of HRIS, (c) the integration of HRIS positively impact organizational performance, and (d) innovation serves as a moderating factor in influencing organizational performance. Consequently, this research suggests that, when implementing human resource information systems, organizations should ensure the integration of HRIS with other organizational systems to facilitate the rapid sharing of information and decision-making processes.

Study (Alomari, 2019) The study is to identify the organisational factors that help support successful human resource information systems interventions. In this respect, top management support, training, and organisational communication have emerged as the key themes that organisations can use to minimise the disadvantages of using human resource information systems. Human resource management function has assumed great importance in recent years as organisations drive their competitiveness on the basis of their human capital and employee competencies. This has created the need for organisations to acquire, store, and manage large amounts of information about their employees, their training and development requirements, their competencies, their potential for succession within organisations, etc.

Given the amount of this required information, the use of technology-based human resource information systems has gained popularity and momentum in organisations. Research suggests that these systems not only enhance the effectiveness and Tasks performance of business processes and organisational productivity and performance, but also enhance the culture of the organisation by developing transparency, accountability, sound management-employee relationships, and innovation and creativity through employee commitment. However, human resource information systems are costly interventions with requirements of continued investment in the form of financial resources and specialised knowledge and training of relevant people.

Study (Laumer et al, 2014) This research examines the effects of business process management (BPM) and information systems implementations in secondary service processes. Using a case study of BPM and human resources information systems (HRIS) in the recruiting context at a financial service provider it can be shown that BPM, defined as a structured systematic approach to analyze and continually improve a specific process, and HRIS provide positive effects in terms of cost reduction, increased cycle time, customer satisfaction, and improve quality for secondary service processes in organizations.

The results contribute to IS research as they illustrate how combined BPM and IS can be implemented in secondary service processes and provide evidence for the positive effects of BPM and HRIS in this type of processes.

Study (Al-Tarawneh et al, 2012) This paper aimed to demonstrate the impact of the effectiveness of the Application of human Resources Management System in Corporate Performance which perspective of workers in the Banking Sector in Jordanian Firm, and to achieve the purpose of the study questionnaire was developed **to measure the impact of the effectiveness of the Application of human Resources Management System in Corporate Performance**, and the sample consists of the study (500) employees in the banking sector, and used statistical methods appropriate to answer the study questions and test hypotheses.

The study found asset of results, including: 1) There is a significant effect between the quality of the output of human resources information system and institutional performance in banking sector in the Jordanian firm; 2) There is a statistically significant effect between motives and corporate performance in the banking sector in the Jordanian firm; 3) There is a significant effect between training and organizational performance in the banking sector in the Jordanian firm. The study was presented a set of recommendations, including: activating the role of human resources information system,

where still the information system performs the function of traditional supply the decision maker authorized one to read the outputs historical information when they want, either directly or after completing a series of routine procedures that enable it, without that, this applies to access information system to avoid problems that many occur later. Must go beyond human resources information system (HRIS) traditional role in the process of selection and appointment of the new human resource to work in the organization, which is merely providing information to decision makers about the people who stepped forward to fill a job order that differentiation among those application. That the ambitious goal of that system to provide a base for data (data bank) includes all of the details of the employment available in the market.

3. The Theoretical Foundations of HRIS Success Model:

The Concept, Nature and Use of an HRIS: An HRIS is integrated system used to gather, store and analyze information regarding an organization's human resources" comprising of databases, computer applications and hardware and software necessary to collect/record, store, manage, deliver, present and manipulate data for human resources function (Hendrickson, 2013).

HRIS can support long range planning with information for labor force planning and supply and demand forecasts; staffing with information on equal employment, separations and applicant qualifications; and development with information on training program costs and trainee work performance. It can also support compensation programs, salary forecasts, pay budgets and labor/employee relations with information on contract negotiations and employee assistance needs (Kovach et al., 2002) HR requests might include such items as updated vacation and sick leave reports, performance review reports, salary histories, probation reports, expense reports, education and immigration status verifications, employee background checks, employee benefits summation, updated organizational charts and employee telephone numbers, payroll processing, tax and other government regulations relating to HR (Beckers and Bsat, 2002). All these types of inquiries need to be addressed by HRIS. Further according to Bsat and Beckers (2006) a HRIS consists of three components input, data maintenance and output. The input component focuses on entering HR data into the system. The cost of an HRIS can be high and therefore it is important that the benefits derived from the implementation of an HRIS must be accessed (Bsat and Beckers, 2006). Still number of firms investing in HRIS has dramatically increased in recent years (Ball, 2010). Bsat and Beckers (2006) further argued that if the system can provide an organization with a competitive advantage by improving the HR-decision making process, this would have enormous implications on productivity, cost reductions, product quality. Hagood and Friedman (2002) observed that HRIS implementation success has emerged as a significant challenge for organizations attempting to justify planned investments or recover expenses associated with investments already incurred. This is further supported by Srivastava and Shaw (2003) that despite evidence of increasing use of HR related technology by individual firms, there has been little theory development in this area.

▪ The Theoretical Foundations of HRIS Success Model:

a- Technology Acceptance Model:

The first theoretical foundation of this study is Davis's (2010) Technology Acceptance Model (TAM). TAM is widely employed to investigate user acceptance of technology. Davis (2009) asserted that, all else being equal, an application that the end-user perceives as being easier to use than another is more likely to be accepted. According to TAM, perceived usefulness and perceived ease of use both influence one's attitude toward system usage, which affects one's behavioural intention to use a system, determining actual system usage.

Originally, Davis (2006) found a weak link between perceived usefulness and attitude but a strong link between perceived usefulness and behavioural intention. Consequently, he dropped attitude from the final model. The revised TAM model has two versions: pre and post-implementation. Davis (2011) expressed that in both phases of implementation, individuals would depend more on perceived usefulness and perceived ease of use to form intentions that predict acceptance behaviour.

In fact, TAM has proven to be among the most effective models in the IS literature for predicting user acceptance and usage behaviour. Yet, few TAM studies have investigated the impact of system characteristics as antecedents to ease of use or perceived usefulness (Wixom and Todd, 2005). In their integration of the technology acceptance literature, Venkatesh et al. (2008) stress the need to extend this literature by explicitly considering system and information characteristics and how they might influence the core beliefs in TAM and might indirectly shape system usage.

(b) User satisfaction as surrogate indicator of IS success:

User satisfaction as surrogate indicator of IS success: A surrogate indicator of IS success often suggested is user satisfaction. Many IS empirical researchers have regarded user satisfaction as important proxy of IS success and it is the most employed measure of IS success due to its applicability and ease of use (Zviran and Erlich, 2007). 158 Aust. J. Basic & Appl. Sci., 5(5): 157-169, 2011 In IS literature, user satisfaction has been defined and described by linking defined it as the “extent to which users believe the information systems available to them meets their information requirement”. highlight that user satisfaction is an attitude toward the IS. In contrast to the technology acceptance literature, system and information characteristics have been core elements in the literature on user satisfaction (DeLone and McLean 2012). Within this literature, user satisfaction is typically viewed as the attitude that a user has toward an information system; Doll and Torkzadeh (2014) say that user satisfaction is an important theoretical construct because of its potential to determine both upstream and downstream links in this value chain (figure 1). Upstream activities refer to factors that cause satisfaction, where user satisfaction is treated as a dependent variable and downstream activities refer to behaviors affected by satisfaction, where user satisfaction is treated as an independent or antecedent factor.

(c) DeLone and McLean Information success model:

Although user satisfaction has for a long time been recognized as an indicator of IS success (Bailey and Person, 1983; Ives et al., 1983), the mechanism by which to measure it was not clear. Information and system features were not always been explicitly separated as dimensions of user satisfaction until DeLone and McLean (1992) distinguished information quality and systems quality. DeLone and McLean (1992) conceptually developed, but did not empirically test, a model of IS success that included six aspects: system quality, information quality, use, user satisfaction, individual impact and organizational impact. System quality, refers to the characteristics of the information system as well as the “processing” of the system, the flexibility offered by the system, the amount of information/resources it accesses, etc. DeLone and McLean (2003) refer to information quality as a “content issue.” Seddon (1997) modify DeLone and McLean’s model and proposes an alternative model that focuses on the causal (variance) aspects of the interrelationships among the taxonomic categories and separates the variance model of IS success from the variance model of behaviors that occur as a result of IS success. Seddon (1997) IS success model includes three classes of variables: (1) measures of Information Quality and System Quality; (2) general perceptual measures of net benefits of IS use (i.e. Perceived Usefulness and User Satisfaction); and (3) other measures of net benefits of IS use. Seddon (1997) also claims that IS Use is a behaviour, not a success measure and replaces DeLone and McLean’s (1992) IS Use with Perceived Usefulness, which serves as a general perceptual measure of the IS use, to adapt his model to both volitional and non-volitional usage contexts.

▪ **The relationship between human resources information systems and the quality of job performance**

Human Resources Information Systems (HRIS) play a crucial role in enhancing the quality of job performance within organizations. The advanced information systems utilized in the realm of human resources offer significant opportunities to improve administrative processes and enhance the effectiveness of human resource management. HRIS facilitates the management of human resources processes, including recruitment, performance management, and skill development. Through the effective organization of these processes, organizations can enhance their selection of employees and direct efforts towards training and skill development (Alomari, 2019).

One notable impact of HRIS is the automation of routine HR tasks, allowing HR professionals to focus on strategic activities that contribute directly to improving job performance. Automation reduces the likelihood of errors in administrative tasks and ensures that HR personnel can dedicate more time to fostering a positive work environment and addressing employee needs. HRIS provides a centralized database for employee information, enabling quick access to relevant data. This centralized approach enhances communication within the organization, streamlines decision-making processes, and contributes to a more efficient workflow. A well-organized and easily accessible database ensures that HR professionals have the necessary information to make informed decisions, leading to improved job performance (Kasasbeh, 2020).

Another significant aspect is the role of HRIS in performance management. These systems enable the establishment of clear performance metrics and goals, facilitating a more transparent and objective assessment of employee performance. Through real-time tracking and reporting features, organizations can identify strengths and areas for improvement, allowing for timely interventions and targeted development initiatives. HRIS streamlines administrative processes, such as recruitment, performance management, and skill development, leading to more effective employee selection and targeted training initiatives. The automation of routine HR tasks not only reduces the likelihood of errors but also allows HR

professionals to focus on strategic activities that directly impact job performance, fostering a positive work environment (Hikmawan, & Budi Santoso, 2020).

In addition to automation, HRIS contributes to improved job performance by providing a centralized database for employee information. This centralized approach enhances organizational communication, streamlines decision-making processes, and ensures a more efficient workflow. Quick access to relevant data empowers HR professionals to make informed decisions, further enhancing overall job performance.

A critical aspect of HRIS is its role in performance management. These systems facilitate the establishment of clear performance metrics and goals, promoting transparency and Contextual performance in assessing employee performance. Real-time tracking and reporting features enable organizations to identify strengths and areas for improvement promptly, allowing for timely interventions and targeted development initiatives (Mbaidin, 2020).

The impact of HRIS on the quality of job performance is substantial. By streamlining HR processes, automating routine tasks, centralizing employee data, and enhancing performance management, HRIS contributes to creating an environment conducive to improved job performance and overall organizational success.

4. Problem Statement

In the midst of continuous technological advancements and evolving business environments, Human Resources Information Systems (HRIS) have become a vital tool that companies and organizations seek to leverage for enhancing the quality of job performance for their employees. These systems stand as advanced means to facilitate human resource management and boost the effectiveness of job performance. Optimizing the use of this technology, which supports human resource management, is crucial for achieving competitive excellence in ever-changing markets.

Despite the significance of HRIS in improving employee performance, a deeper understanding is required of how these systems impact the quality of job performance, especially in the context of healthcare units. Healthcare units in the province of Dhi Qar face increasing challenges in managing their human resources and achieving better quality in the healthcare services provided. HRIS is considered a highly important tool for enhancing the job performance of those working in the healthcare field. However, there remains a challenge in determining how the integration of these systems can contribute to improving administrative processes and enhancing the level of job performance for healthcare personnel.

Confronted with this complex context, the research problem delves into the in-depth examination of the impact of HRIS on the quality of job performance in healthcare units in the province of Dhi Qar. The study aims to scrutinize the effective integration of these systems and how such technology can meet the needs of the healthcare sector, with a specific focus on improving service quality and job performance effectiveness for healthcare teams in the field.

5. Research Questions:

The research questions of this study are:

1. Does career path management in Human Resources Information Systems impact job performance quality in the health administration in Dhi Qar?
2. Does performance appraisal in Human Resources Information Systems influence job performance quality in the health administration in Dhi Qar?
3. Does human resource development in Human Resources Information Systems affect job performance quality in the health administration in Dhi Qar?

6. Hypotheses

"There is a Statistically Significant impact of Human Resources Information Systems on Job performance quality in Health administration in Dhi Qar". Several hypotheses emerge from this hypothesis:

- **H1:** There is a statistically significant effect of Human resources information systems on Tasks performance in Health administration in Dhi Qar.
- **H2:** There is a statistically significant effect of Human resources information systems on Contextual performance in Health administration in Dhi Qar.
- **H3:** There is a statistically significant effect of Human resources information systems on Adaptive performance in Health administration in Dhi Qar.

7. study model

The following figure (1/1) shows the general framework for the study variables, as follows:

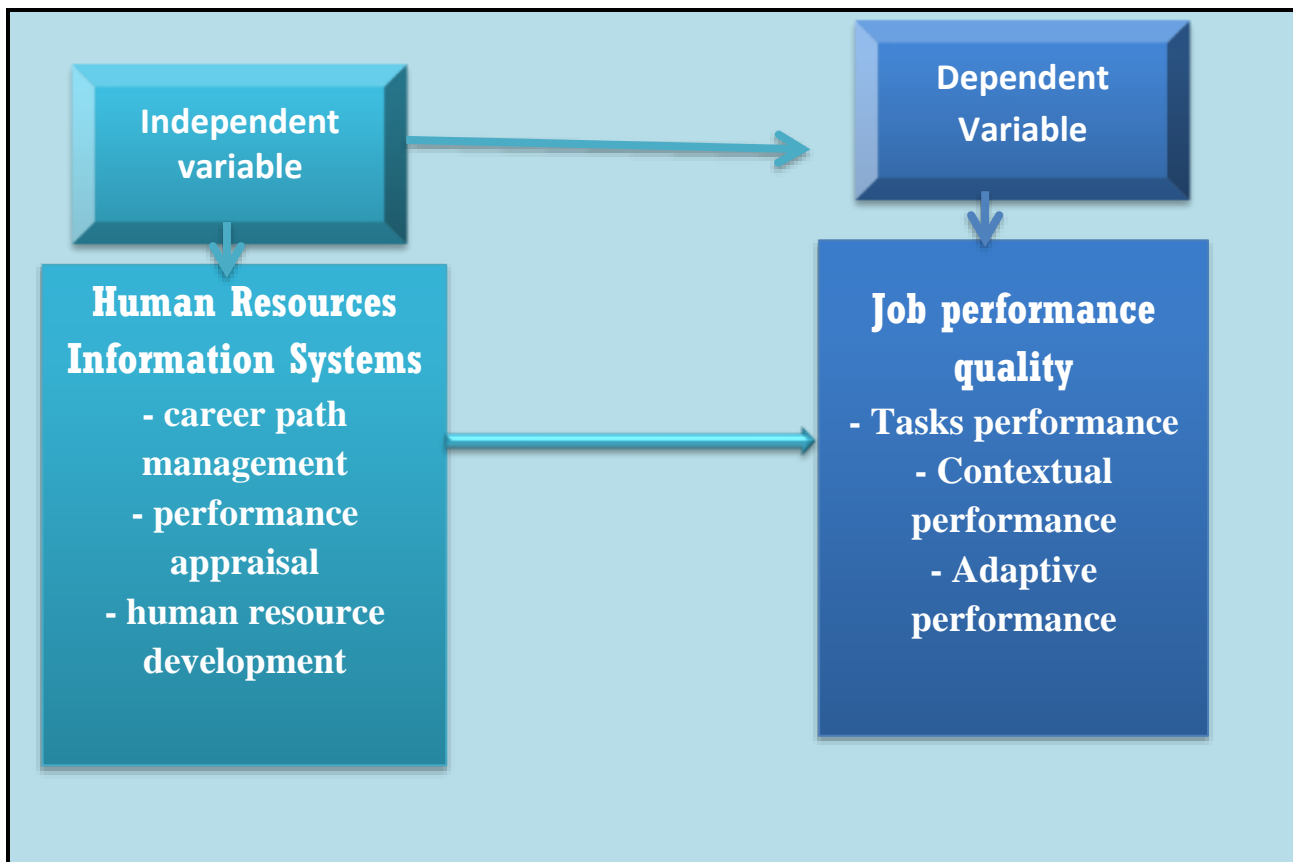


Figure No. (1): Conceptual Framework of the Study.

Source: Prepared by the researcher.

8. Research Objectives:

The main objective of this study is to investigate the impact of Human Resources Information Systems (HRIS) on job performance quality. To achieve this main objective, the following are the specific objectives to be accomplished by this study:

- To investigate the influence of career path management of HRIS on job performance quality.
- To investigate the influence of performance appraisal in HRIS on job performance quality.
- To investigate the influence of human resource development in HRIS on job performance quality.

9. Significance of the Study:

This study, as evident from the issues and gaps highlighted in the problem statement, holds both theoretical and practical significance. The most notable among these significances is its novel contribution through empirical evidence on the impact of Human Resources Information Systems (HRIS) on job performance quality.

This study addresses a vital issue related to the impact of Human Resources Information Systems on the quality of job performance in the health management sector in Dhi Qar province. The significance of this analysis lies in shedding light on the challenges and opportunities facing human resource management in the healthcare sector, contributing to the improvement of healthcare services and ensuring the optimal utilization of available human resources.

By highlighting the integration of Human Resources Information Systems, the study enhances administrative Tasks performance and works to improve the organization of healthcare personnel. This improvement can positively impact the performance of healthcare professionals and enhance the patient experience, thereby contributing to the enhancement of service quality and overall healthcare status in the province.

Ultimately, the study provides leaders and decision-makers in healthcare management with a deeper understanding of how to leverage Human Resources Information Systems technology to better achieve functional performance goals.

10. Methodology:

Depending on the nature of the subject of the study and the information that must be obtained to reveal the effect of **Human Resources Information Systems** (as an independent variable) on **Job performance quality** (as dependent variable), through the questions that the study seeks to answer, this study relied on the **descriptive analytical approach**, which is "a way to describe and measure the phenomenon studied by collecting, classifying, analyzing the problem.

A descriptive study design was used for the current study. The descriptive approach also means that type of research that is carried out by interrogating the members of the study community or a sample of them in order to describe the phenomenon studied in terms of its nature and degree of existence. According to (Sekaran, & Bougie, 2010), the descriptive study design is not experimental in that it deals with relationships between variables in a natural rather than a laboratory setting. Circumstances and events have already occurred and the researcher can identify the variables that are most relevant to the analysis of existing relationships.

In descriptive design, the hypothesis is also formulated and tested and generalizations of the results are reached through inductive inductive reasoning. Descriptive design also uses randomization methods so that error can be estimated when population characteristics are inferred from sample observations and variables and procedures are described (Cooper, Schindler, 2013).

Although Human Resources Information Systems and Job performance quality have already been established in many companies, no study has been conducted to assess the impact of Human Resources Information Systems on Job performance quality in Health administration in Dhi Qar. The researcher who used this research sought to investigate discrepancies and come up with recommendations that would improve overall performance and bridge the research gap in this area.

11. Population and Sample Size:

11.1 Population

Since the purpose of this study is to explore the impact of Human Resources Information Systems on Job performance quality in Health administration in Dhi Qar, the population of this study are the Employees in academic and administrative positions, whose number in 2023 is about (20324) individuals.

11.2 Sample Size

Sampling framework is an exhaustive list of all sampling units, from which a sample can be selected. The sampling framework in the study was configured from Employees in Health administration in Dhi Qar. A simple random sample of employees was selected, and the sample size was determined using the following equation (Sekaran, Bougie, 2010):

$$n = \frac{NP(1 - P)x^2}{(N - 1)d^2 + P(1 - P)x^2}$$

whereas:

n: Sample size required.

N: Size of the study population.

P: The ratio of the community is equal to.

d²The percentage of error that can be exceeded and the maximum value is 0.05.

x²: the value of the kai square with one degree of freedom = 3.841 at 95% confidence level or 5% significance level.

By applying the above equation to the collected data, the study sample size was **(378)** of Employees in Health administration in Dhi Qar.

12. Data Collection Procedure

Two types of data were used to achieve this approach from the following sources:

12.1 Secondary Data:

It is the data obtained to build theoretical framework of the study, where it was relied on to identify theoretical background of the study, on the various references of books and articles and previous studies of academic theses of the relevant and published research, which dealt with the topics of Human Resources Information Systems and Job performance quality.

12.2 Primary Data:

These data were collected in the field through the survey list in the field study to test the validity of the assumptions on which the study was based. By obtaining this data from Employees in the field of Health administration in Dhi Qar.

13. Descriptive statistics

Human resources information systems variable:

The strength of the dimensions of the independent variable (Human resources information systems) was measured to assess their availability, and these dimensions were ranked in order of importance from the perspective of the study participants, as follows:

Table (1): Descriptive Statistics for the Human resources information systems Variable.

N	Phrases	Mean	Standard Deviation	Importance Ranking
1	In our healthcare administration, an efficient HR system supports seamless career path management, fostering continuous professional growth.	4.08	0.81	1
2	Carefully designed for success, our administration utilizes tailored HR tools for effective path tracking.	3.96	0.80	2
3	Prioritizing employee development, the administration offers comprehensive insights into training and career opportunities through the HR information system.	3.61	0.73	5
4	Our healthcare administration values individual career goals with an integrated HR system that facilitates effective career path management.	3.79	0.74	3
5	Our management team benefits from a customized career path system, empowering individuals for sustained professional success.	3.68	0.83	4
Career path management		3.82	0.78	first
1	Within our HR system, a robust performance appraisal module fosters individual and team growth.	3.72	0.77	3
2	Our HR system integrates tailored tools for accurate performance assessments.	3.62	0.41	5
3	Employee development is prioritized, with the HR system offering a comprehensive performance appraisal process.	4.02	0.94	1
4	Available within our administration, the integrated HR system streamlines performance appraisal, aligning achievements with career goals.	3.68	0.83	4

N	Phrases	Mean	Standard Deviation	Importance Ranking
5	Empowering our team, the HR system incorporates a performance appraisal module, promoting continuous improvement and professional success.	3.88	0.88	2
Performance appraisal		3.78	0.76	second
1	Our HR system features a dedicated module for ongoing human resource development, promoting learning and skill enhancement.	3.42	0.72	3
2	Designed for success, our HR system integrates tools for continuous employee growth through human resource development.	3.59	0.71	1
3	Prioritizing employee development, the HR information system provides insights into training and career advancement opportunities.	3.21	0.97	5
4	Available within our administration, the integrated HR system streamlines human resource development, aligning individual growth with organizational goals.	3.57	0.88	2
5	Empowering our team, the HR system includes a human resource development module, fostering a culture of continuous learning and professional advancement.	3.35	0.79	4
Human resource development		3.42	0.81	third
Overall Indicators		3.67	0.78	

From the previous table, we find that the most available dimensions of HRIS are respectively: The first (Career path management) the Mean is (3.82) and a rate of (76.4%), The second (Performance appraisal) the Mean is (3.78) the rate is (75.6%), The third (Human resource development) the Mean is (3.42) the rate is (68.4 %).

Therefore, there is a high availability of HRIS dimensions, and opinions tend to agree, with the overall average of the dimensions being (3.67), with an agreement rate (73.4%).

Job performance quality variable:

The dimensions of the dependent variable (Achieving Job performance quality) were measured to assess their availability, and these dimensions were ranked in order of importance from the perspective of the study participants, as follows:

Table (2): Descriptive Statistics for the Job performance quality Variable.

N	Phrases	Mean	Standard Deviation	Importance Ranking
1	Management is concerned with defining and clarifying the tasks and roles required of employees to avoid duplication and repetition.	3.62	0.76	2
2	The Management monitors employee performance on a regular and ongoing basis.	3.49	0.73	4
3	The Management encourages employees to excel at their jobs.	3.41	0.84	5
4	The Management cares about the needs of its employees and strives to meet them.	3.56	0.86	3

N	Phrases	Mean	Standard Deviation	Importance Ranking
5	Management is concerned with providing the appropriate work environment for employees to perform their duties to the fullest.	3.71	0.80	1
Tasks performance		3.55	0.79	third
1	The Management works to provide the necessary data and information for all employees.	3.81	0.82	1
2	The Management establishes a training program that will lead to improved employee performance.	3.79	0.77	2
3	Management attempts to balance abilities, energies, responsibilities, and authorities.	3.72	0.93	3
4	Management seeks to simplify work procedures.	3.61	0.71	5
5	Strategic management detects performance deviations early.	3.68	0.64	4
Contextual performance		3.72	0.77	second
1	Employees can recover and return to normal when they encounter an obstacle at work.	3.88	0.80	1
2	Employees can get work done in emergencies and exceptional circumstances.	3.81	0.72	2
3	Employees can complete tasks on time with the appropriate speed.	3.60	0.95	5
4	Employees can take on more responsibilities and perform their work successfully.	3.72	0.75	3
5	Employees are keen to avoid obstacles and problems before they occur.	3.67	0.87	4
Adaptive performance		3.73	0.81	first
Overall Indicators		3.66	0.79	

From the previous table, we find that the most available dimensions of Job performance quality are respectively: The first (Adaptive performance) the Mean is (3.73) and a rate of (74.6%), The second (Contextual performance) the Mean is (3.72) the rate is (74.4%), The third (Tasks performance) the Mean is (3.55) the rate is (71 %).

Therefore, there is a high availability of Job performance quality dimensions, and opinions tend to agree, with the overall average of the dimensions being (3.66), with an agreement rate (73.2 %).

14. Test the Hypotheses of the Study:

The objective of the study is to examine the validity of the main hypotheses of the study and its sub-hypotheses. These tests are the main objective of the study, through which the researcher seeks to know the essence, strength, Tasks performance of this effect.

The main hypothesis: "There is a Statistically Significant impact of Human Resources Information Systems on Job performance quality in Health administration in Dhi Qar".

The first hypothesis of the main hypothesis states that: "**There is a statistically significant effect of Human resources information systems on Tasks performance in Health administration in Dhi Qar.**"

This hypothesis was divided into three sub-hypotheses, Multiple linear regression was used to find out the effect of the independent variable (Human resources information systems (S.I)) on the dependent variable (**Tasks performance**), then use the relationship to predict the value of one of the two variables in terms of the other variable. The regression analysis was used by (F&T) testing as follows:

Table No. (3): Results of a regression analysis of effect of Human resources information systems on Tasks performance.

N	Dimensions	(R ²)	(F)	Coef (β)	(T)	p-value
1-	Career path management.	0.247	101.90	0.419	10.095	0.000
2-	Performance appraisal.	0.210	82.60	0.434	9.089	0.000
3-	Human resource development.	0.229	92.15	0.503	9.599	0.000
	Total	0.333	155.11	0.654	12.45	0.000

Statistical significance at level (0.01).

From the previous table, we find that at the level of significance (0.01) and degrees of freedom (310), the value of the (F) test indicates the quality of the relationship model and the validity of the dependence without errors, where the value of (F) was equal to (155.11), which is statistically significant at a significant level (0.01).

The value of the determination coefficient (R²), which equals (0.333), indicates that the (Human resources information systems(S.I)) variable explains the change in (**Tasks performance**) by approximately (33.3%), the percentage of random errors represented in the accuracy of the units of measurement remains for the variables, where it (24.7%) explains Of the variation in the dimension (Career path management), (21.0%) of the variance is explained in the dimension (Performance appraisal), (22.9%) of the variance is explained in the dimension (Human resource development), which indicates the role and effect of the dimensions of a variable (Human resources information systems(S.I)) in the interpretation of the **Tasks performance**.

Sub-Hypothesis:

- **There is a statistically significant effect of Career path management on Tasks performance.**

Table (3) shows that there is a positive direct effect of Career path management on Tasks performance, since (β=0.419, t=10.09, sig. 0.01, p >0.05) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Career path management has an effect on Tasks performance at (α≤0.01).

- **There is a statistically significant effect of Performance appraisal on Tasks performance.**

Table (3) shows that there is a positive direct effect of Performance appraisal on Tasks performance, since (β =0.434, t=9.089, p <0.01) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Performance appraisal has an effect on Tasks performance at (α≤0.01).

- **There is a statistically significant effect of Human resource development on Tasks performance.**

Table (3) shows that there is a positive direct effect of Human resource development on Tasks performance, since (β =0.503, t=9.599, p <0.01) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Human resource development has an effect on Tasks performance at (α≤0.01).

The second hypothesis of the main hypothesis states that: "**There is a statistically significant effect of Human resources information systems on Contextual performance in Health administration in Dhi Qar.**"

This hypothesis was divided into three sub-hypotheses, Multiple linear regression was used to find out the effect of the independent variable (Human resources information systems (S.I)) on the dependent variable (**Contextual performance**), then use the relationship to predict the value of one of the two variables in terms of the other variable. The regression analysis was used by (F&T) testing as follows:

Table No. (4): Results of a regression analysis of effect of Human resources information systems on Contextual performance.

N	Dimensions	(R ²)	(F)	Coef (β)	(T)	p-value
1-	Career path management.	0.246	10.939	0.447	10.047	0.000
2-	Performance appraisal.	0.245	100.523	0.502	10.026	0.000
3-	Human resource development.	0.282	121.551	0.598	11.025	0.000

	Total	0.372	183.502	0.740	13.546	0.000
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Statistical significance at level (0.01).

From the previous table, we find that at the level of significance (0.01) and degrees of freedom (310), the value of the (F) test indicates the quality of the relationship model and the validity of the dependence without errors, where the value of (F) was equal to (183.502), which is statistically significant at a significant level (0.01).

The value of the determination coefficient (R^2), which equals (0.372), indicates that the (Human resources information systems(S.I)) variable explains the change in (**Contextual performance**) by approximately (37.2%), the percentage of random errors represented in the accuracy of the units of measurement remains for the variables, where it (24.6%) explains Of the variation in the dimension (Career path management), (24.5%) of the variance is explained in the dimension (Performance appraisal), (28.2%) of the variance is explained in the dimension (Human resource development), which indicates the role and effect of the dimensions of a variable (Human resources information systems(S.I)) in the interpretation of the **Contextual performance**.

Sub-Hypothesis:

- **There is a statistically significant effect of Career path management on Contextual performance.**

Table (4) shows that there is a positive direct effect of Career path management on Contextual performance, since ($\beta=0.447$, $t=10.047$, sig. 0.01, $p > 0.05$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Career path management has an effect on Contextual performance at ($\alpha \leq 0.01$).

- **There is a statistically significant effect of Performance appraisal on Contextual performance.**

Table (4) shows that there is a positive direct effect of Performance appraisal on Contextual performance, since ($\beta = 0.502$, $t=10.026$, $p < 0.01$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Performance appraisal has an effect on Contextual performance at ($\alpha \leq 0.01$).

- **There is a statistically significant effect of Human resource development on Contextual performance.**

Table (4) shows that there is a positive direct effect of Human resource development on Contextual performance, since ($\beta = 0.598$, $t=11.025$, $p < 0.01$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Human resource development has an effect on Contextual performance at ($\alpha \leq 0.01$).

The third hypothesis of the main hypothesis states that: "**There is a statistically significant effect of Human resources information systems on Adaptive performance in Health administration in Dhi Qar.**"

This hypothesis was divided into three sub-hypotheses, Multiple linear regression was used to find out the effect of the independent variable (Human resources information systems (S.I)) on the dependent variable (**Adaptive performance**), then use the relationship to predict the value of one of the two variables in terms of the other variable. The regression analysis was used by (F&T) testing as follows:

Table No. (5): Results of a regression analysis of effect of Human resources information systems on Adaptive performance.

N	Dimensions	(R^2)	(F)	Coef (β)	(T)	p-value
1-	Career path management.	0.243	99.428	0.422	9.971	0.000
2-	Performance appraisal.	0.120	42.380	0.334	6.510	0.000
3-	Human resource development.	0.172	64.550	0.444	8.034	0.000
	Total	0.258	107.834	0.585	10.384	0.016

Statistical significance at level (0.01).

From the previous table, we find that at the level of significance (0.01) and degrees of freedom (310), the value of the (F) test indicates the quality of the relationship model and the validity of the dependence without errors, where the value of (F) was equal to (107.834), which is statistically significant at a significant level (0.01).

The value of the determination coefficient (R^2), which equals (0.258), indicates that the (Human resources information systems(S.I)) variable explains the change in (**Adaptive performance**) by approximately (25.8%), the percentage of random errors represented in the accuracy of the units of measurement remains for the variables, where it (24.3%) explains Of the variation in the dimension (Career path management), (12.0%) of the variance is explained in the dimension (Performance appraisal), (17.2%) of the variance is explained in the dimension (Human resource development),, which indicates the role and effect of the dimensions of a variable (Human resources information systems(S.I)) in the interpretation of the **Adaptive performance**.

Sub-Hypothesis:

- **There is a statistically significant effect of Career path management on Adaptive performance.**

Table (5) shows that there is a positive direct effect of Career path management on Adaptive performance, since ($\beta=0.422$, $t=9.971$, sig. 0.01, $p > 0.05$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Career path management has an effect on Adaptive performance at ($\alpha \leq 0.01$).

- **There is a statistically significant effect of Performance appraisal on Adaptive performance.**

Table (5) shows that there is a positive direct effect of Performance appraisal on Adaptive performance, since ($\beta = 0.334$, $t=6.510$, $p < 0.01$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Performance appraisal has an effect on Adaptive performance at ($\alpha \leq 0.01$).

- **There is a statistically significant effect of Human resource development on Adaptive performance.**

Table (5) shows that there is a positive direct effect of Human resource development on Adaptive performance, since ($\beta = 0.444$, $t=8.034$, $p < 0.01$) Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted, which indicates that the Human resource development has an effect on Adaptive performance at ($\alpha \leq 0.01$).

15. Results and recommendations

The researcher reached several results that could contribute to solving the research problem, answering its questions, and testing its hypotheses, which are summarized as follows:

The results of the current study indicate a high level of interest in Human Resources Information Systems within Health administration in Dhi Qar, as perceived by the study participants. The participants' opinions demonstrate unanimous agreement towards the different dimensions of this variable.

The analysis of results concerning Job performance quality in Health administration in Dhi Qar indicates a high level of interest, The participants' opinions demonstrate unanimous agreement towards the different dimensions of this variable.

The results of the regression analysis revealed a significant and positive effect of Human resources information systems on Job performance quality in the health administration in Dhi Qar. The dimensions of Human resources information systems, including Career path management, Performance appraisal, Human resource development, were found to play a crucial role on Job performance quality in Health administration in Dhi Qar.

The findings suggest that various dimensions of Human resources information systems, such as Career path management, Performance appraisal, Human resource development, are instrumental in shaping and enhancing Job performance quality in the health administration in Dhi Qar. These dimensions collectively explained approximately a third (33.3%) of the variation in Job performance quality, indicating their significant contribution to the overall outcomes.

By emphasizing these aspects of Human resources information systems, the health administration in Dhi Qar can enhance their overall performance, efficiency, effectiveness. These dimensions play a crucial role in driving informed decision-making, strategic planning, systematic thinking, leading to streamlined processes, optimized resource utilization, successful Job performance quality efforts.

The results provide valuable insights for executives, administrators, policymakers in Health administration in Dhi Qar. They highlight the specific areas of focus and interventions needed to promote Job performance quality. By addressing the dimensions of Human resources information systems identified in the study, the Health administration can develop tailored strategies, foster a culture of innovation, improve project outcomes.

Additionally, the findings contribute to the existing body of knowledge on Human resources information systems and its effect on Job performance quality in the Health administration in Dhi Qar. They provide empirical evidence and support for the importance of these dimensions in driving positive organizational outcomes. The insights gained from this study can inform future research, policy development, decision-making processes related to Job performance quality and excellence in Health administration in Dhi Qar.

From the findings point of views in the study. The researcher proposed the following Recommendations to Health administration in Dhi Qar:

- **Strengthen HRIS Implementation:** Invest in upgrading and integrating HRIS within Health Administration in Dhi Qar to maximize its benefits.
- **Prioritize Continuous Training:** Implement ongoing training programs to ensure staff remains proficient in navigating and utilizing HRIS effectively.
- **Encourage Collaboration:** Facilitate collaborations and knowledge-sharing initiatives among health administrations to standardize HRIS practices and enhance efficiency.
- **Evaluate User Feedback and Satisfaction:** Regularly collect feedback from users regarding their experiences with HRIS. Conduct satisfaction surveys to identify areas for improvement and address any concerns promptly, ensuring sustained positive engagement.
- **Recognition and Rewards for Excellence:** Establish programs to recognize and reward outstanding job performance, leveraging the demonstrated high interest and unanimous agreement among participants.
- **Invest in Continuous Training:** Prioritize ongoing training and development initiatives to enhance employees' skills and knowledge, aligning with the importance placed on job performance quality.
- **Implement Clear Performance Metrics:** Develop transparent performance metrics and feedback mechanisms to guide employees in meeting and exceeding performance expectations.
- **Foster Employee Engagement:** Utilize the interest in job performance quality to implement initiatives that enhance employee engagement, communication, and overall satisfaction within the Health Administration in Dhi Qar.

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