

Chapter 57

The Investigation of Employer Adoption of Human Resource Information Systems at University Using TAM

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ABSTRACT

The new conditions that arise as a result of the transformation of the information society are reflected in many areas, such as the changes in human resources management, especially in the context of human resource information systems (HRIS). HRIS have become an important element in increasing organizational performance and productivity. The primary aim of this chapter is to investigate the employers' adoption for human resource information systems (HRIS) in higher education by using technology acceptance model (TAM). The results of the study revealed that perceived usefulness and perceived ease of use has an important role of employers' attitudes towards using, behavioral intention to use the system, and actual usage of HRIS. A survey was administered, and a sample of 155 academic and administrative personnel at Isparta Süleyman Demirel University were analyzed using SmartPLS version 3.2.7.

INTRODUCTION

Today one of the most important and fastest growing computer applications in the business is the human resource information system (HRIS). The HRIS is the system used to acquire, store, manipulate, analyze, retrieve and distribute pertinent information regarding an organization's human resources (Tannenbaum, S. I, 1990: 27).

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The fact that technology has entered people's lives in many different ways pushes it to change society's lives. This change requires us to use the technology in many places in our lives. One of these areas is education, even if it is not associated with intensive use of technology, such as banking or engineering. But still the use of information technology in higher education has made slow progress since the mid-1980s, contrary to forecasts (Ma et al., 2005). For this reason, the identification of employer perceptions of the human resources information system in higher education is a fundamental prerequisite for the dissemination and promotion of such technologies.

In order to understand why people accept or reject information systems, researchers have proposed "Intention Models" based on social-psychological research to determine user behavior. Davis, Bagozzi, and Warshaw (1989), based on Fishbein and Ajzen (1975:302), Theory of Reasoned Actions (TRA), have used Action to identify the causes of people using computers and their attitudes towards them Relating to Reasons) theory. The theory is called the Technology Acceptance Model (TAM) and is one of the inspirational and influential models in the area (Venkatesh and Davis, 2000:187).

The use of human resources information systems in the human resources department is becoming increasingly widespread. In this chapter, system-oriented perceptions of human resource information systems users were examined with the technology acceptance model. In this context, firstly the human resource information systems mentioned the purpose and importance of the system, and then the technology adoption model was introduced. In the last part, research methodology and findings are included.

In this chapter, a survey was administered and a sample of 155 academic and administrative personnel at Isparta Süleyman Demirel University were analyzed using SmartPLS version 3.2.7. The instrument of this book chapter was a questionnaire comprising two main sections. The first section contained data concerning age, gender, as well as subject taken. Section Two was based on prior studies with modifications to fit the specific context of HRIS usage, developed from the TAM scales, adapted from Davis et al. (1989). This part consisted of 24 items that measured "perceived ease of use" (6 items), "perceived usefulness" (6 items), "attitude towards usage" (5 items), "intention to use HRIS" (6 items) and "actual usage" (1 item). A five-point Likert scale response format was used with the following categories: 5 = strongly agree; 4 = agree; 3 = undecided; 2 = disagree; and 1 = strongly disagree. The questionnaire was uploaded to the web, to be divulged online, through Google docs.

Therefore, the objectives of this chapter were (1) to explore employers' adoption for human resource information systems (HRIS) in higher education by using technology acceptance model acceptance of technology, (2) to identify key intention determinants of technology use, (3) to provide practical guidelines to high school administration to devise steps towards HRIS implementation; and (4) to provide practical guidelines for system designers to satisfy expectations of individual HRIS technology users.

BACKGROUND

Human Resource Information System

One of the most important changes in human resource management in recent times when the concept of information society and knowledge has been emphasized is the widespread use of human resource information systems (Bayraktaroğlu & Özdemir, 2006:105). Human Resource Information Systems (HRIS) have become an important element in increasing organizational performance and productivity. These systems, initially used to support operational processes related to personnel management and to

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