Impact of Human Resource Information Systems on Organizational Decision-Making

Chamara, P[a] and Mangaleswaran, T[b]

Abstract

In today's competitive business landscape, Human Resource Information Systems (HRIS) play a crucial role in optimizing decision-making processes across various managerial levels. This study investigates the impact of HRIS on organizational decision-making at Quantum Clothing Lanka (Pvt) Ltd. using a cross-sectional survey method. The research sample included 100 employees from strategic (20), tactical (30), and operational (50) levels, selected through convenience sampling. Regression analysis was applied to explore the relationship between HRIS usage and its effects on decision-making, with a focus on data accuracy and accessibility. The results demonstrate that HRIS significantly enhances decision-making quality, with data accuracy and accessibility being critical factors. Specifically, increased HRIS usage correlates with improved decision-making across all managerial levels, highlighting the system's effectiveness in supporting strategic, tactical, and operational decisions. These findings offer valuable insights for organizations aiming to leverage HRIS for better decision-making outcomes. Practically, the study underscores the importance of implementing comprehensive training programs, enhancing system interfaces, and integrating HRIS with other organizational systems to maximize its benefits. This research contributes to the understanding of HRIS's role in decision-making and provides actionable recommendations for practitioners seeking to improve their HRIS practices.

[a] *Freelance Researcher, Sri Lanka: jcperera97@gmail.com*

[b] *Department of Human Resource Management, Faculty of Business Studies,*
University of Vavuniya, Sri Lanka.