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Impact of Human Resource Information Systems on Job Performance of Executive Employees in the Apparel Industry in the Western Province of Sri Lanka

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Area of the Study
This study seeks to explore the relationship between human resource information systems and job performance of executive employees in apparel industry in the Western province of Sri Lanka.

Problem
The main objective of the research is to find out whether there is a relation between human resource information systems and job performance. Thus, the problem statement of this study is *'Is there a relationship between human resource information systems and job performance of executive employees in apparel industry in the Western province of Sri Lanka?'*

Conceptual Framework

Human Resource Information System	→	Job performance
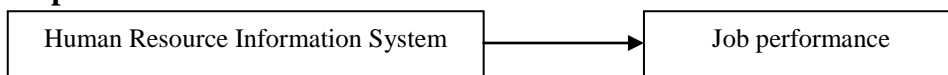
Method
The data was collected from a randomly selected sample of 120 executive employees in apparel industry in the Western province of Sri Lanka, using a structured questionnaire which consisted of 35 questions with five point Likert scale. Data was analyzed with the SPSS (16.0 versions).

Reliability

Table 01: Reliability Results of the Instruments

	Instrument	Test-retest coefficient	Cronbach's Alpha
1	HRIS	0.885	0.948
2	JP	0.920	0.830

Data Analysis

Table 02: Descriptive Statistics

	HRIS	JP
Mean	2.3296	2.2805
Median	2.3500	2.2000
Mode	2.40	2.00
Std. Deviation	.40455	.44025
Skewness	.280	.769
Std. Errors of Skewness	.221	.221
Kurtosis	.70	1.444
Std. Errors of Kurtosis	.438	.438

Table 03: Correlation among the Variables

	HRIS	JP
Pearson Correlation	1	.722
Sig. (1-tailed)		.000

Table 4: Curve fit analysis

Variable	Impact of HRIS
Method	Liner
R Square	.521
Adjusted R Square	.517
F	128.182
Significance	.000
B-constant	0.451
b-value	0.722

Findings

According to the findings at the end of the study there is a strong positive relationship between the impact of human resource information systems and job performance in apparel industry in the Western province of Sri Lank. As simple regression analysis, 51.7% of the variance of job performance of employees is explained by the HRIS in this sector.

Conclusion

It is concluded that there is a strong positive relationship between the impact of human resource information systems and job performance in apparel industry in the Western province of Sri Lanka.

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