

# Factors Impeding Effective Use of Human Resource Information Systems (HRIS) in Local Banks in Sri Lanka

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## Abstract

Regardless of the growing concerns over the HRM and managing HRM through computer decision systems, there has been little research carried out on measuring the effective use of HRIS. The effective use of HRIS would minimize recurring costs as well as improve efficiency and the quality of information on decision making. This empirical study built upon how effective use of HRIS ought to be measured and what factors are impeding its effective use reveals the need to devote more time and effort, while lowering the level of technological complexity and increasing the level of end-user satisfaction, and would guide the effective use of HRIS. The study arrived at some definitive conclusions and pointed out the managerial implications of related issues.

**Keywords:** HRIS, Local Banks in Sri Lanka

## Introduction

The main cause of disappointment with current Human Resource Information Systems (HRIS) was poor integration and design resulting from poor communication channels at the requirement gathering stage and lengthy reporting hierarchies. The inter-linkage between all HR functions is not observable (as shown in a pilot

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