

# The Impact of Charismatic Leadership and Computer Self-Efficacy on HRIS User Acceptance and HRIS Use Behaviour

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## Abstract

Research studies show that lack of acceptance, and use of Information Technology (IT) by its users, remain a major hindrance to successful IT implementation. In this regard, the importance and impact of individual psychological aspects such as Charismatic Leadership and Computer Self-Efficacy on Information System Use Behaviour related to new information technologies have hardly been studied. Thus, the main objective of this study is to investigate the role of Charismatic Leadership and Computer Self Efficacy on Human Resource Information System (HRIS) User Acceptance and HRIS Use Behaviour. A purposive judgmental sample of two hundred and eighty-two HRIS users was drawn from three different sectors. The primary data were collected using a self-administered, structured questionnaire. The study followed Structural Equation Modelling for the data analysis. It was revealed that three of the direct determinants of Human Resource Information Systems User Acceptance were second order constructs, namely, that Performance Expectancy, Effort Expectancy and Social Influence fully mediate the impact of Charismatic Leadership on Behavioural Intention to Use HRIS. This study also found that Computer Self-Efficacy moderates the impact of Behavioural Intention to Use HRIS on HRIS Use Behaviour. Furthermore, the path towards the actual HRIS Use Behaviour, commencing from having a mere Intention to Use HRIS, is found to be moderated by the HRIS users' Computer Self-efficacy. The theoretical contribution of this study is the role of perceived charismatic leadership in enabling the capture of the direct determinants of Human Resource Information Systems user acceptance, and thereby enhancing employees' intention to use HRIS. Further, simultaneous consideration of the charismatic leader's role and users' Computer Self-Efficacy has broadened the explanation of HRIS usage in practice.

Keywords: Charismatic leadership, Computer self-efficacy, HRIS user acceptance, HRIS use behaviour.

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