

IMPACT OF HRIS ADOPTION ON EMPLOYEE SATISFACTION IN THE APPAREL INDUSTRY: A CASE STUDY OF MANAGERIAL LEVEL EMPLOYEES IN GARMENT FACTORIES IN RATHNAPURA DISTRICT

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ABSTRACT

Human Resource Information Systems (HRIS) are increasingly recognized for their role in enhancing employee satisfaction by optimizing HR processes, improving decision-making, and reducing operational costs. Despite its potential benefits, the adoption of HRIS within the apparel industry, particularly in the Rathnapura District of Sri Lanka, remains under-researched. This study addresses this gap by investigating the impact of HRIS adoption on employee satisfaction among managerial-level garment factory employees. This study specifically examines the extent to which HRIS adoption influences various aspects of employee satisfaction, including the HR process efficiency, time and cost savings, information accuracy, and decision-making quality. The study employed a questionnaire survey method, distributing several questionnaires to managerial employees with a moderate number of usable responses collected. Despite the limited sample size, descriptive statistics were used to analyze the data, providing initial insights into the relationship between HRIS adoption (independent variable) and employee satisfaction (dependent variable). The findings reveal a significantly positive impact of HRIS adoption on employee satisfaction, particularly in enhancing HR processes, saving time and costs, and supporting strategic HR functions. These insights are valuable for HR managers and policymakers in the apparel industry, emphasizing the importance of targeted HRIS implementation strategies to improve employee satisfaction and contribute to the overall success of garment factories in Rathnapura District.

Keywords: Apparel industry, employee satisfaction, human resource information systems, Rathnapura district