

Impact of Human Resource Information Systems on the Effectiveness of Human Resource Management Practices in Apparel Industry in North Central Province of Sri Lanka

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Abstract

Human Resource Information Systems (HRIS) play a vital role in enhancing the efficiency and effectiveness of Human Resource Management (HRM) practices in modern organisations. This study aims to examine the impact of HRIS on the effectiveness of HRM practices in large apparel industry companies located in the North Central Province of Sri Lanka. Specifically, the objectives of the study are to (i) identify the extent to which HRIS contributes to HRM effectiveness, (ii) assess the relationship between HRIS dimensions and HRM functions, and (iii) evaluate how organisations achieve efficiency through HRIS implementation. A quantitative research approach was employed, and the study was conducted in the context of 10 large apparel industry companies in the region. Data were collected through a self-administered questionnaire using a five-point Likert scale comprising 28 statements. The respondents included employees in HRM departments and managerial staff from other key departments such as finance, production, marketing, quality control, and logistics. The sampling method adopted was purposive sampling. A total of 150 responses were analysed using the Statistical Package for Social Sciences (SPSS) version 21.0, applying both univariate and bivariate analytical techniques. The findings reveal that HRIS dimensions: top management support, effective communication, training, information systems, and HR department capacity significantly influence HRM effectiveness, particularly in recruitment, performance management, and human resource planning. Results indicate that HRIS explains 82% of the variance in HRM effectiveness, demonstrating a strong positive impact. The recommendations derived from this study are directly based on the empirical results, emphasising the importance of strengthening HRIS adoption to improve HRM practices in the apparel sector. It also provides a foundation for future research to extend HRIS evaluation to additional HRM functions beyond the three studied areas.

Keywords: apparel industry, Human Resource Information Systems, human resource management, , HRM effectiveness, North Central province