PROCEEDINGS OF

USM INTERNATIONAL CONFERENCE ON
SOCIAL SCIENCES 2015
(USM-ICOSS 2015)

eISBN 978-967-11473-3-7

27-28 AUGUST 2015
RAINBOW PARADISE BEACH RESORT, PENANG
Copyright © 2015 by School of Social Sciences, Universiti Sains Malaysia

All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, including photocopying, recording, or other electronic or mechanical methods, without the prior written permission of the publisher, except in the case of brief quotations embodied in critical reviews and certain other non-commercial uses permitted by copyright law. For permission requests, write to the publisher, addressed “Attention: Permissions Coordinator,” at the address below.

eISBN 978-967-11473-3-7

Available in CD Format.

First Edition, December 2015

COMPILED BY

Muhammad Fikri Ali Yasah
Mitshel Lino
Intan Hashimah Mohd Hashim

Details of Publisher

School of Social Sciences
Universiti Sains Malaysia
11800 Pulau Pinang Malaysia

Tel: 04-6533888
Industrial Economics

The Relationship between Market Concentration and Performance: Evidence from Malaysian General Insurance Industry

Chia Sin Yee, Kooi Leong Yong and Lim Ke Shiang

Knowledge Sources and In-House R&D Among Small and Medium Sized Enterprises: Evidence from The Malaysian Manufacturing Sector

Lim Ke Shiang and Jacqueline Fernandez

The Process of Developing Cost Management Skills Curriculum for Small and Medium Enterprises’ (SMEs) Training Programmes

Muhammad Rami Amir Hussin, Kamariah Ismail and Ros Alinda Alias

Issues Affecting The Adoption of HRIS in Banks

Abdul Kadar Muhammad Matjun, Md. Abul Kalam Azad, Dr. Lee See Beh
Issues Affecting the Adoption of HRIS in Banks

Abdul Kadar Muhammad Masum¹, Md. Abul Kalam Azad², Dr. Loo-See Beh³
¹Ph.D. Candidate, Department of Administrative Studies & Politics, Faculty of Economics & Administration, University of Malaya, Kuala Lumpur, Malaysia, Tel: +601117605543, E-mail: akmmasum@yahoo.com
²Ph.D. Candidate, Department of Applied Statistics, Faculty of Economics & Administration, University of Malaya, Kuala Lumpur, Malaysia, E-mail: azadiituc@gmail.com
³Associate Professor, Department of Administrative Studies & Politics, Faculty of Economics & Administration, University of Malaya, Kuala Lumpur, Malaysia, E-mail: lucybeh@um.edu.my

Abstract

The purpose of the study is to identify the important factors influencing the adoption of human resource information system (HRIS) in the banking sector of Bangladesh. A total number of 368 respondents were considered from 28 private banks using stratified random sampling. Employees of the organizations responded a close-ended questionnaire based on a 7-point Likert scale. Data was analyzed using statistical tools such as descriptive statistics and factor analysis. The result shows that top management support, bank’s financial readiness, IT infrastructure, HRIS expertise, and competitive pressure are influential factors for managerial decision to adopt HRIS among the selected banks in Bangladesh. However, supervisor support is not explored as a factor i.e. it is not influencing decision to adopt HRIS. The practical implication of the findings is discussed at the end of this paper and recommendations for further research are also addressed.

Keyword: Human resource information system (HRIS); adoption; factors; banks; Bangladesh.

1. Introduction

Efficient and effective human resource management (HRM) plays a vital role in bank performance (Masum, azad, & bch, 2015). Today, human resource (HR) professionals are more reliant on information technology (IT) to perform HR activities efficiently and effectively due to tremendous advancement of IT (Stone et al., 2015). Realizing the immense features and benefits, they move from traditional HRM to human resource information system (HRIS). Like enterprise resource planning (ERP) systems in other areas, an HRIS can automate HR activities in the HR department (Strohmeier, 2009) and provide efficient HR services for the entire organization (Bondarouk & Ruël, 2009), thus making the HR department as the strategic player within a firm (Masum, Kabir, & Chowdhury, 2015).

In Bangladesh, large companies have started to implement HRIS in last 5 years (Jahan, 2014). However, its implementation is still limited within the large companies in Bangladesh. Small privately owned firms and public companies have failed to realize the benefits of HRIS and taken barely any inventiveness to implement the system. Since the discussion of HRIS in Bangladesh context is still in its infancy, there is not much empirical research available.
HINDRAF is a protest movement mainly involving the Indian community in Malaysia demanding government’s attention on their plight on social justice.

