

**THE ROLE OF HUMAN RESOURCE INFORMATION
SYSTEMS IN STAFFING IN TELE-COMMUNICATION
INDUSTRY IN SRI LANKA**

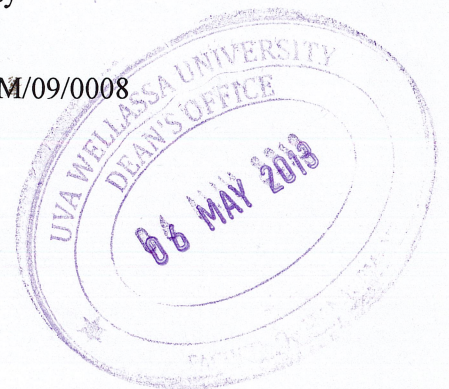
*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Entrepreneurship and Management*

Faculty of Management

Uva Wellassa University

Registration number: UWU/ENM/09/0008

Year 2013



ABSTRACT

Investments on Information System can be identified as an important area in any business organization. Basically Human Resource Information System (HRIS) has become hub of such organizations and this study focuses on the role of HRIS in Staffing in telecommunication sector organizations in Sri Lanka to explore the functionality and contribution of HRIS in Staffing through HRIS recruiting, Selection & Employment subsystems as perceived by all executive level HR, IT and Other executives who are involved with HRIS. A structured questionnaire was used to collect data from all HR, IT and Other executives of selected telecommunication sector companies in Sri Lanka.

The overall response rate was 60.5% percent and the research findings were shows that all the HRIS staffing activities commit to effectiveness and efficiency of staffing considerably but not hugely, except effectiveness of e-recruitment and KSAOs analysis within staffing function in telecommunication sector in Sri Lanka. The only one high positive correlation appears between HRIS decision making and the effectiveness of Staffing.

The results shows that can be enhance the effectiveness and efficiency of the Staffing function through the use of proper HRIS in any organization. All the members who are involved with HRIS within inside and HRIS vendors should implement and develop the HRIS software by considering the organization vision, mission and objective which are assisting to gain competitive advantages than competitors.