



**COLLEGE OF BUSINESS AND MANAGEMENT SCIENCES
SCHOOL OF BUSINESS**

**CONTRIBUTION OF HUMAN RESOURCE INFORMATION SYSTEMS TO HUMAN RESOURCE
MANAGEMENT: A CASE STUDY OF POSTBANK UGANDA**

BY

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Abstract

This study considered contribution of human resource information systems to human resource management. The specific objectives of the study were; To examine the role of Human Resource Information Systems in Human Resource Planning in government organizations, To find how Human Resource Information Systems influences payroll management and to examine the challenges facing the application of Human Resource Information Systems in the recruitment process. The study used a non-experimental design with quantitative and qualitative research techniques using a total sample size of 50 (fifty) respondents. Data was collected using self-administered questionnaires and interviews. The findings revealed Human Resource Information Systems as a system that stores, gathers and analyses information about the organization's Human Resource and is applied as a computerized web based system that is accessed by everyone. The benefits realized from the use of human resource information systems include cost management, managerial satisfaction, time management and organizational effectiveness. However, some challenges were identified as issues facing the implementation of human resource information systems in its application in the recruitment process.

In conclusion, the study about the contribution of human resource information systems on human resource management was very tasking and required a lot of time. However, it was realized that the information system is of vital importance to the organization as it enhances the efficiency and effectiveness of the employees' performance hence contributing to the organization's competitive advantage. Top management should be willing to fully support the implementation of the system by continuously funding its technological advancements in order to compete with the evolving/ changing competitive environment.