

# Hris foreign literature essay



**ASSIGN  
BUSTER**

On the other hand, Narrations (1994) characterized the usage of HAIR in recruitment and selection, Training and Development (T&D), HER planning and performance appraisal as sophisticated, as the generated information is important and used to provide support for important HARM decisions. Practically, organizations are hesitated to apply HAIR unless they are convinced of the benefits that this would bring to their organizations (Angina and Watt, 006).

The most common benefits of HAIR include improved accuracy, the provision of timely and quick access to information, and the saving of costs (Tweeze, 1973; Will and Hammond, 1981; Elderly, 1984; Angina and Watt, 2006). In a similar vein, Backers and Boast (2002) five reasons, which Justify why organizations should use HAIR. These reasons related to the facts hat HAIR helps organizations: 1) to increase competitiveness by developing and enhancing HER procedures and activities; 2) to generate or create a greater and a range of many HARM reports; 3) to shift the role of

HARM from transactions to (SHRED); and 4) to reengineering the whole HARMpersonnel departmentsection of organizations. Moreover, HAIR can be used to support strategic decision making, to evaluate programs or polices, or to support daily operating concerns (Kinds et al. , 2007). In the context of higher education institutions, Rata (2008) states that the efficiency and effectiveness – quality of an HAIR will enable universities to format a profile of their staff – their strengths and weaknesses, so they will know what they have in the personnel sense.

Accordingly, they will be able to structure appropriate development rumination training and recruitment. Therefore, then, right people will be in the right place at right time-quality human resource and personnel management. Rata (2008) also argues that nowadays higher education institutions face a significant task; improving learning environments at the same time, reducing administrative operating cost. Moreover, the ability to effectively budget for and managing different types of employees, recruiting and retaining skilled members requires full integration of HER data with student information systems.

Therefore, with so many demands, higher education institutions need a powerful business solution hat will help them managing student, graduates and employment information and financial data. Therefore, application of HAIR system in higher education institutions provide the utmost updatability use of resources, speed, compatibility, updatability, accessibility, data integrity, privacy and security (Rata, 2008)

### 2. HAIR Implementation Barriers

The literature of HAIR implementation shows that many organizations have problems when implementing new technologies including HAIR, due to many barriers. These barriers include: 1) lack of sufficient capital and skills (Angina and Watt, 2006). 2) cost of eating up and maintaining HAIR (Bakers and Boast, 2002). 3) a lack of money; 4) a lack top management support and commitment. 5) a lack of HER knowledge by system designers; 6) the lack of applications for HER users (Jehovah and Cataract, 1999). ) A lack of qualified HAIR staff; lack of a HAIR budget; 8) a lack of cooperation with other departments; 9) the lack of information technology support (Institute of Management and Administration, 2002). The relationship between

organizational size and HAIR usage acknowledge by many scholars. For example, Ball (2001) Justifies the low-level usage of HAIR output by HER restrictions by organizational size, HAIR time in use, organization culture and strategy, and IT skills.

In addition, Thales-Carter (1998) argues that there are two primary differences between small and large organizations acquiring a HAIR: the cost and the risk. He argues that small organizations do not need a complex sophisticated HAIR as larger organizations need, and in many times small organizations would not be able to afford the complex organization resource planning systems. Risk is more persistent since small organizations may find it more difficult to absorb downtime, raining required, time and problems related with adopting new software (Ball, 2001). . 3 previous studies HAIR The literature shows many previous related studies in HAIR; however, most of them were theoretical (Angina and Watt, 2006). In addition, all the revealed studies were conducted in the context of developed countries' organizations and sites. Angina and Watt in (2006) conducted a survey of the implementation of HAIR in Hong Kong organizations, they found that the greatest benefits to the implementation of HAIR was the quick response and access to information that it brought while the greatest airier was the insufficient financial support.

In addition, Angina and Watt (2006) reported many other previous related studies conducted in HAIR implementation. For example, a study of Narration's in (1994) aimed to compare the degree and sophistication in the use of IT between Canada and Hong Kong; he found that the use of HAIR was less widespread in Hong Kong than do in Canada, while IT for HARM was

applied in Hong Kong than in Canada. Ball in (2001) conducted a survey aimed to explore the uses of SHIRR in smaller I-J organizations; she found that smaller organizations are less likely to use HAIR.

Moreover, Burch and Donor conducted a study in (2005) aimed to assess the strategic potential of HAIR to facilitate people management activities in 520 organizations in the Republic of Ireland. They found that foreign owned large organizations adopt HAIR largely than smaller Irish owned organizations. They also found that HAIR technologies are used for administrative rather than strategic decision-making purposes.. Another recent study conducted by Dolores and Arcane in (2010) aimed to elaborate on the development of the roles and responsibilities of

HER practitioners from a traditional perspective to a strategic perspective found that the introduction of new technologies in the organization affect the way HER professionals accomplish their tasks within the HER department and the rest of the organization. Krishna and Sings (2006) study aimed to explore the issues and barriers faced by nine Indian organizations in implementing and managing HAIR. The main HAIR problems were HER department lack of knowledge about HAIR and lack of importance given to HER department in the organizations.

Another concern is the level f cooperation required across various functions and divisions of the organization for proper implementation of HAIR is also lacking. It could be argued that all of these studies focused on the status of HAIR and its uses and implementation, however, little research has been conducted to examine the benefits and barriers of HAIR implementation.

Importantly, nothing has been found related to HAIR in Middle East organizations including Jordanian organizations. Thus, this study is a timely and important one as it examines the status of HAIR in Jordanian organizations, where no previous studies conducted before.