

**Relationship between Human Resource Information System
and Strategic Capability among Employees in Jordanian
Companies**

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Relationship between Human Resource Information System and Strategic Capability among Employees in Jordanian Companies

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Abstract

Information system is expected to drive human resource (HR)'s transition from a focus on human resource management to strategic capability of employee. The information system role not only adds a valuable dimension to the human resource function, but also assists human resource department to be competent.

The study investigates relationship between human resource information systems (HRIS) and strategic capability. It attempts to examine the level of human resource information system and strategic capability in private Jordanian companies in the service sector. A survey questionnaire was sent to human resource managers, human resource directors, human resource professionals, and human resource staff in companies based in Jordan.

The findings of the study reveal that there is significant relationship between human resource information system and strategic capability. The study also found that the level of HRIS utilization in Jordanian companies is low in terms of characteristic and system appropriateness, where employee seems not to be satisfied with the current human resource information system or maybe there are lacks of understanding of the system. Moreover, the findings of study indicates that the level of strategic capability of employees in Jordanian companies is high for both dimensions of strategic capability; employee morale and employee capability, the respondents were high socialized within employee morale and they are committed to the company. Also Jordanian companies' gains new customers and they care about human resource through empowerment to lead employee to be able to make strategic decision.

Key Words: Human Resources, Human Resource Management, Strategic capability, Human Resource Information Systems.

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CHAPTER ONE

1.0 Introduction

The literature suggests that one of the most important factors that have a strong impact on organizations and employee today is technological changes and advancement. The subject of information system is relevant to human resource management and organizational performance, which is a factor that effectively enhances the achievement of leadership and managerial objectives. More over human resource and information technology are the two elements that many firms are learning to use as strategic weapons to compete. Thus human resource and information technology are two critical factors that will lead human resource management into new era (Carol, 1998).

The integration of information system within human resource department could lead organization to acquire competencies in term of human resource management (Russell and Michael, 1988; Thomas and Anne, 1997). Human resource system can contribute to sustained strategic capability through facilitating the decision making, accurate information and reduce cost and time.

Researchers addressed the link between human resource management practices and strategic capability. Thus researchers argued that human resource management can contribute to strategic capability by reinforcing the set of role behavior that result in low cost and product differentiation (Augustine and Mary, 1994).

Human resource information system designed to enhance the administration, planning, control activities and decision making of human resource information system (Carol 1998; Russell and Michael, 1988). Thus human resource information system has the ability to make

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