

**A STUDY OF FACTORS INFLUENCING THE ADOPTION OF  
HUMAN RESOURCE INFORMATION SYSTEMS AMONG  
PRIVATE COMPANIES IN YEMEN**

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HUMAN RESOURCE INFORMATION SYSTEMS AMONG  
PRIVATE COMPANIES IN YEMEN**

A Research Project (PMZ 6996) Submitted to the College of Business of

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In Partial Fulfillment of the

Requirements for the degree

Of

Master of Science (Management)

By

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## DECLARATION

I certify that the substance of this thesis has not already been submitted for any degree and is not currently being submitted for any other qualification.

I certify that any assistance received in preparing this thesis and all sources used have been acknowledged in this thesis.

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## ABSTRACT

This research is conducted to clarify the factors which influence the adoption of human resource information systems. These factors are examined in the aspect of private companies in Yemen. The three objectives of the study are to clarify the factors which are influencing the adoption of human resource information systems, to explain how the barriers can be diminished by modifying the influential rate of certain factors and to exemplify the differences in the usage of human resource information system among large and small companies. The research has conducted survey on the relation between the dependent variables and the independent variables, moreover using demographical data such as working experience and position to exemplify the quality of the respondents. Questionnaire was used to collect data, and these data were processed in statistical analysis. The findings have shown that there are relations between variables, and the necessity of adopting human resource information system was exemplified. For example, the performance appraisal was achieved by the adoption, which has refuted the null hypothesis.

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# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1. INTRODUCTION TO THE STUDY**

The study of human resource management became very important field of study when globalization has taken place. The globalization has speeded up the competition and lifted the requirements up for the participants of the market, since they are required to fulfill more specific postulate in order to perform well and be able to expand their businesses. Nowadays the competitiveness moved to human resource management. It means to imply that companies have to exploit their employees' knowledge more deeply and effectively, and it will have a positive impact on the companies' performance. This study examined the possibility of higher utilization of human workforce capability by adopting human resource information systems in the private sector in Yemen. The private sector in Yemen is in its growing stage, since the government, slowly, but encourages private investors within and outside of the country to inject capital into the economy of Yemen. Since it has started to grow and show potential achievement, there were needs from companies to employ higher number of people, as well as to employ highly educated human power. At the very moment when this need arose, there was a demand for human resource information systems since the administration burden could create obstacles in future development.

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