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Facilitation of Human Resource Information Systems on Performance of Public Sector in Jordan.

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Abstract
The aim of this study is to provide an introductory presentation of the concept of human recourse information system in theoretical framework and to identify the degree of satisfaction of uses Human resource information systems in Jordan. A questionnaire was justified and developed by the researcher to measure the performance of employees based on previous studies was applied to (95) employees at public sector in Jordan. The study was using SPSS to analyses data. The results indicate that employees at public sector in Jordan there were a statistically significant relationship between the planning, recruitment, training and development, performance appraisal, compensation and incentives, and career planning and performance of employees. However the sample reported a significant in the seven hypotheses and accepted but the hypotheses (Ha1, Ha2 and Hb1) is rejected. The study have recommendations should gives more attention to focus on.
Keyword: human recourse information system; public sector; performance; satisfaction of uses human recourse information system

I. Introduction:

Revaluation in information technology was forces organizations to treat information and managed it's as asset or any resources. Information needed from internal or external environment of organizations [5]. There was huge of information in the world which need to be understood and analysis to take the important of information system in organizations. Information system very fast changes because it's important tool for achieving organizations objective or goals. Organization investment in information system to attend their production function or keeping with the customer of their organization or chivying their strategic as comparative advantage, survival, new opportunity, new product or service [13].

The functions of human resource turned to information technology to make them meet their organization's information objective. Human resources and information technology are the two tools that many organizations are uses as strategic weapons to define [8]. Human resource information systems are leading human resource management into a new job. Human Resource Information System uses the information technology to have their features for effective functioning of the Human resource processes.

II. Human Resource Information System (HRIS).

Human Resource Information System was deployed as management Information System for functions of Human Resource that to support the function of human resource management. HRIS becomes more sophisticated information analytical tools to support decision-making in managing human resource [18]. HRIS can play roll in planning with information for employee in supply and demand forecast them as staffing with information, applicant qualifications, training programs, salary forecasts, pay budgets and contract negotiations [21]. According to [9] noted of HRIS as risk and security management is another function can be driven by individual data and multiplatform security which are can be taken into consideration.

According to [10] defined HRIS as "a system used to acquire, store, manipulate, analyze, retrieve, and distribute information regarding an organization's human resources". An HRIS is not simply computer hardware and associated HR-related software. Although an HRIS includes hardware and software, it includes people, forms, policies and procedures, and data. According to [7]defined HRIS as an "integrated system used to gather, store and analyze information regarding an organization's human resources' comprising of databases, computer applications, hardware and software necessary to collect, record, store, manage, deliver, present and manipulate data for human resources function". From above definition HRIS can deploy a number of simple functions to more complex transactions. Actually HRIS was direct to human resources department itself [20].

III. Benefits of Human Resource Information System (HRIS).

Uses of HRIS can provide a number of benefits for human resources function, line managers and for organization [19]. According to [3] they mention many benefits of HRIS as to becoming human resource with top management partners, human resource function become more efficient for decision making and outsourcing of people-management [11]. According to [18] stated HRIS was contributed in business performance by support the tasks of data storage, retrieval, reporting and statistics of program monitoring. Organizations have needed HRIS to assist their daily human resources operations [17], and organization needed for applicants in e-recruiting [22]. Another one of using information systems was the end user satisfaction which defined as the attitude that a user has toward an information system [21].

According [4]suggest benefit to organization in using HRIS as providing a comprehensive database, Increasing competitiveness, Collecting appropriate data and converting them to information and knowledge, Shifting to strategic of human resources management, reengineering human resources processes and functions and increase the information transactions [12].

IV. Importance of the study:

The importance of the study lies in the importance of its subject, which is human recourse information system on performance in public sector. The concept of human recourse information system has become a new approach to improve the level of performance in the public or private sector and its quality, especially as the public or private sector has a close relationship to the principles of total quality management, whereas the use of human recourse information system in public sector came as a response to increase knowledge worker, increase performance of sector, and increasing transparency and openness. The importance of the study of being looking at the extent of satisfaction with the services in the application of human recourse information system, and it can be said that the importance of the study lies in the prompt of linking between the requirements of success for the application of human recourse information system program and the dimensions of the future due to the limited studies on this aspect.

V. Objectives of the study:

The current study seeks to achieve the following objectives:
First: to provide an introductory presentation of the concept of human recourse information system in theoretical framework.
Second: to determine the requirements, possibilities of the application of human recourse information system and the issues which it faces.
Third: to identify the degree of satisfaction of uses human recourse information system in Jordan.
Fourth: to identify the degree of influence of human recourse information system in performance of employee in Jordan.

VI. 6. Problem of the study

Human resource has played role in modern business organizations, public and private sector must be managing their human capital which gives them the competitive advantage over others that affected human resource information system. The system makes available information on the best expertise, human skills rapidly, lowest cost and at time. But some managers and human resource specialists believe that the human resources information systems is effective in helping organizations to achieve their goals, while others see exactly the opposite. This difference and variation makes in mind of researcher what is the impact of human resources information system on public sector on performance which develops a problem of this study. The lack in extent of knowledge affects of human resources information system on the effectiveness functions of Human Resource Management, represented by (planning, recruitment, training and development, performance appraisal, compensation and incentives, and career planning). The current study aims to answer the following question (What is the degree of satisfaction and the performance of the user of human recourse information system in Jordan).

VII. Hypotheses and research model:

In order to address the problem of study and achieve their goals, a model was adopted based on study model, and twelve hypotheses were developed as follows:
Ha: There is a significant statistical between the (Planning, Recruitment, Training, Compensation and Career planning) of user of human recourse information system in Jordan and Performance of employee in Jordan.
H a1: There is a significant statistical between the Planning of user of human recourse information system in Jordan and Performance of employee in Jordan.
Ha2: There is a significant statistical between the Recruitment of user of human recourse information system in Jordan and Performance of employee in Jordan.
Ha3: There is a significant statistical between the Training of user of human recourse information system in Jordan and Performance of employee in Jordan
Ha4: There is a significant statistical between the Compensation of user of human recourse information system in Jordan and Performance of employee in Jordan

Ha5: There is a significant statistical between the Career planning of user of human recourse information system in Jordan and Performance of employee in Jordan

Hb: There is a significant statistical between the (Planning, Recruitment, Training, Compensation and Career planning) of user of human recourse information system in Jordan and Satisfaction of employee in Jordan.

Hb1: There is a significant statistical between the Planning of user of human recourse information system in Jordan and Satisfaction of employee in Jordan

Hb2: There is a significant statistical between the Recruitment of user of human recourse information system in Jordan and Satisfaction of employee in Jordan

Hb3: There is a significant statistical between the Training of user of human recourse information system in Jordan and Satisfaction of employee in Jordan

Hb4: There is a significant statistical between the Compensation of user of human recourse information system in Jordan and Satisfaction of employee in Jordan

Hb5: There is a significant statistical between the Career planning of user of human recourse information system in Jordan and Satisfaction of employee in Jordan

Figure 1 Study Model:

VIII. Privies study

According to [23] "The Impact of Information Systems on the Performance of Human Resources Department aimed to understand the extent to which HRIS is being used in increasing the administrative and strategic functions of the HR department. For this purpose, they have conducted a survey of 18 HR Managers from various private corporations operating in Lahore, Pakistan. . The results show that HRIS is positively used as a tool to achieve greater administrative efficiency by adding value in the department. This study also gave a suggestions and recommendations.

According to [1] Studded "Impact of Management Information Systems to Improve Performance in Municipalities in North of Jordan" The aims of study to know the effect of management information systems in improving performance in municipalities in north of Jordan. The sample consists of (100) staff member in municipalities in north of Jordan, its used statistical analysis (SPSS) to prove the hypothesis, the analysis and explain of results displayed that a positive relationship, statistically significant between transaction processing system, management information systems, decision support systems and improve the performance of municipalities in northern Jordan. The study concluded a set of recommendations that will develop and improve the performance in municipalities north of Jordan.

According to [15] He developed three models for HRIS designing (basic HRIS design model, HRIS hexagonal and HRIS phase's model). He emphasized on the payback of HRIS engineering and execution for all levels of organization in the form of profitable strategic of HR and the business plans and decision of business; to predict or forecast and control the process of human resources in internal and external environment of the business project using the database and that includes information related to human resources to maintain and handled by human resources information systems. According to [14] studded"HRIS of Indian Scenario: Case study of large organizations, South Asian" and examination the HRIS of NALCO in their study. The writers stated that present of human resources information system of Nalco have improved human resources functions and capabilities but still need to re-engineer. Study of HRIS was supports uses for administrative purpose and not analytical purpose. They decided to cost effectiveness but time process was consuming and other limitations.

According [2] studded" A Conceptual Paper on Human Resource Information System (HRIS)", discusses the important of HRIS, various advantages HRIS and the applications of HRIS. The researcher highlighted that "today's HRIS has the potential to be an enterprise wide decision support system that helps achieve both strategic and operational objectives". According to [16] Studied "Impact of Human Resource Information Systems: An Exploratory Study in the Public Sector". The aim of the study is an initial attempt to determine whether HRIS has reached these potential benefits. Based on responses from a sample of HR directors of from public universities, the foundation of study was, valuable, and the system of HRIS has not yet reached its full

potential in this environment.

IX. Methodology

The type of the study is a descriptive quantitative study, for collecting data about the User of human recourse information system in Jordan sample.

• Study Population and Sample: The study population is the Jordanian User of human recourse information system in public sector represented by the User of human recourse information system in the north of Jordan. That means subpopulation is the User of human recourse information system in the north of Jordan. The sample of the study are who use and beneficiaries of HRIS system which are represent the employee in the north of Jordan, the sample size was (95) employee.

• Study Instrument: Secondary data was collected through website, books, and research, the primary data collected by using a questionnaire which includes questions to the sample individuals to highlight their perception about system of HRIS satisfaction and performance in the north of Jordan. A questionnaire was adjusted and structured base on previous study, using a five-point Likert scale, ranging from 5= "strongly agree" to 1= strongly disagree". Cronbach's alpha was used to evaluate the reliability of the instrument items as shown in table (1).

Table (1): Reliability of Scales

	N. Items	Alpha (a)
Satisfaction of employee implementation HRIS	5	0.76
Performance of employee	5	0.74
Planning	5	0.82
Recruitment	5	0.84
Training	5	0.89
Compensation	5	0.76
Career planning	5	0.81

X. Results

To test the hypotheses Correlations, Coefficients (a) and multiple linear regressions were used to associate with the research model. Although the coefficient and Collinearity Statistics can be estimated in many ways, most empirical studies used multiple regression to explore and analysis the relationship between a dependent variable and independent variables [6]. To investigate all twelve hypotheses, multiple regression analyses were using SPSS. The multiple regression assumptions of normality; linearity and independence of residuals were tested. Table (4, 5, and 6) shows the results of the regression analysis based on the relationships proposed in the research model. The research hypotheses have been test as shown in table (4, 5) There is a significant statistical between the

(Planning, Recruitment, Training, Compensation and Career planning) of user of human recourse information system in Jordan and Performance of employee in Jordan. and the hypotheses were significant statistical and Acceptance, but hypotheses (There is a significant statistical between the Planning of user of human recourse information system in Jordan and Performance of employee in Jordan, there is a significant statistical between the Recruitment of user of human recourse information system in Jordan and Performance of employee in Jordan) are not significant statistical and reject, hypothesis (There is a significant statistical between the Training of user of human recourse information system in Jordan and Performance of employee in Jordan, there is a significant statistical between the Compensation of user of human recourse information system in Jordan and Performance of employee in Jordan, there is a significant statistical between the Career planning of user of human recourse information system in Jordan and Performance of employee in Jordan) were significant statistical and Acceptance. As shown in table (7, 8, 9), the hypotheses were significant statistical and Acceptance (There is a significant statistical between the (Planning, Recruitment, Training, Compensation and Career planning) of user of human recourse information system in Jordan and Satisfaction of employee in Jordan). All the hypotheses (Hb2, Hb3, Hb4, Hb5) were significant statistical and Acceptance as shown in table (9), excepted hypotheses (Hb1) not significant statistical and rejected. In addition, the results of the current study showed there is a relationship between these variables and the correlation is positive see table (2, 3).

XI. Conclusion

Human Resource Information System is system used to acquire, store, manipulate, analyze, retrieve, and distribute information regarding an organization's human resources and is not simply computer hardware and includes hardware and software, it includes people, forms, policies and procedures, and data for human resources function. The use of Human Resource Information System in organizations has various benefits for organization and managers especially in decision making processes.

In this study, the Human Resource Information System Performance of employee in Jordan and human recourse information system in Jordan and Satisfaction of employee in Jordan perception of employees were investigated. According to Correlations, Coefficients (a) and multiple linear regressions were used to associate with the research model analysis results, positive and relationships were found among all variable of Human Resource Information. The results of the research reveal that

All the hypotheses (Ha, Ha3, Ha4, Ha5, Hb2, Hb3, Hb4, Hb5) were significant statistical and Acceptance, but the hypotheses (Ha1, Ha2 and Hb1) were not significant and rejected may be planning and recruited in Jordan was not applied system of HRIS efficient because recruitment in Jordan by Civil service bureau and the Jordanian first for employee.

Table (2): Correlations

		PERFORMANCE	Planning	Recruitment	Training	Compensation	Career
PERFORMANCE	Pearson Correlation	1	.492(**)	.491(**)	.536(**)	.456(**)	.507(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95
Planning	Pearson Correlation	.492(**)	1	.597(**)	.676(**)	.650(**)	.334(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.001
	N	95	95	95	95	95	95
Recruitment	Pearson Correlation	.491(**)	.597(**)	1	.678(**)	.517(**)	.328(**)
	Sig. (2-tailed)	.000	.000		.000	.000	.001
	N	95	95	95	95	95	95
Training	Pearson Correlation	.536(**)	.676(**)	.678(**)	1	.708(**)	.309(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.002
	N	95	95	95	95	95	95
Compensation	Pearson Correlation	.456(**)	.650(**)	.517(**)	.708(**)	1	.229(*)
	Sig. (2-tailed)	.000	.000	.000	.000		.025
	N	95	95	95	95	95	95
Career planning	Pearson Correlation	.507(**)	.334(**)	.328(**)	.309(**)	.229(*)	1
	Sig. (2-tailed)	.000	.001	.001	.002	.025	
	N	95	95	95	95	95	95

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table (3): Correlations.

		Satisfaction	Planning	Recruitment	Format	Compensation	Career
Satisfaction	Pearson Correlation	1	.612(**)	.639(**)	.717(**)	.609(**)	.643(**)
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	95	95	95	95	95	95
Planning	Pearson Correlation	.612(**)	1	.597(**)	.591(**)	.650(**)	.334(**)
	Sig. (2-tailed)	.000		.000	.000	.000	.001
	N	95	95	95	95	95	95
Recruitment	Pearson	.639(**)	.597(**)	1	.807(**)	.517(**)	.328(**)

	Correlation						
	Sig. (2-tailed)	.000	.000		.000	.000	.001
	N	95	95	95	95	95	95
Format	Pearson Correlation	.717(**)	.591(**)	.807(**)	1	.608(**)	.428(**)
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	95	95	95	95	95	95
Compensation	Pearson Correlation	.609(**)	.650(**)	.517(**)	.608(**)	1	.229(*)
	Sig. (2-tailed)	.000	.000	.000	.000		.025
	N	95	95	95	95	95	95
Career planning	Pearson Correlation	.643(**)	.334(**)	.328(**)	.428(**)	.229(*)	1
	Sig. (2-tailed)	.000	.001	.001	.000	.025	
	N	95	95	95	95	95	95

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed).

Table (4: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.665(a)	.442	.411	.609

a Predictors: (Constant), Career, Compensation, Recruitment, Planning, Training

Table (5): ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	26.180	5	5.236	14.121	.000(a)
	Residual	33.002	89	.371		
	Total	59.182	94			

a Predictors: (Constant), Career, Compensation, Recruitment, Planning, Training
b Dependent Variable: PERFORMANCE

Table (6: Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	1.258	.300		4.193	.000
	Planning	.016	.021	.091	.770	.443
	Recruitment	.024	.021	.129	1.148	.254
	Training	.041	.027	.206	1.519	.002
	Compensation	.018	.020	.105	.882	.003
	Career	.078	.019	.347	4.061	.000

a Dependent Variable: PERFORMANCE

Table (7: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.847(a)	.718	.702	2.08071

a Predictors: (Constant), Career, Compensation, Recruitment, Planning, Training

Table (8): ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	979.489	5	195.898	45.249	.000(a)
	Residual	385.311	89	4.329		
	Total	1364.800	94			

a Predictors: (Constant), Career, Compensation, Recruitment, Planning, Training
b Dependent Variable: Satisfaction

Table (9): Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	-1.965	1.025		-1.917	.058
	Planning	.062	.072	.073	.863	.391
	Recruitment	.201	.072	.222	2.778	.007
	Training	.152	.092	.159	1.651	.002
	Compensation	.192	.070	.232	2.746	.007
	Career	.480	.066	.443	7.288	.000

a Dependent Variable: Satisfaction

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