

The Role of HRIS in SHRM in Organizations in Malaysia

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ABSTRACT

This paper is focused in the role in which information technology plays in driving the human resource management to strategic human resource management. The strategic role does not only add to the HR functions but also it affects the human resource professionals in competence and success. This research aims at investigating the role if there is any do the human resource information system (HRIS) plays in strategic human resource management which attempts to examine how HR professionals and managers/officers/Admin Assistant in different organizations in Malaysia see the effect of HRIS on strategic HR tasks and job roles.

The study also tries to find out if HRIS plays any role in SHRM in organizations in Malaysia. A survey questionnaire will be sent to 200 companies and the author will determine the response with the available time frame. The target groups of the questionnaire are HR managers, HR Directors, HR personnel and HR professionals in companies that are based in Malaysia. The scope has been widened to accommodate both large and small/medium sized companies across all business sectors.

The results of this research will show how HR professionals consider the usage of HRIS as a support for carrying out strategic task with the perceived enabling technology imminent.