

Human Resources Information System Practice and Organizational Effectiveness of Deposit Money Banking in Port Harcourt

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Abstract: *This study explored human resources information system practice and organizational effectiveness of deposit money banks in Port Harcourt, Rivers State. The objectives of the study were to find out the stimulus of HRIS on the growth and development of deposit money banking in Port Harcourt. It also ascertain the scope to which information technology, data collection and data storage affects banking through team competence. The study adopted the cross-sectional survey method and employed the use of questionnaires, the choice for the usage of survey approach is to empirically analyze responses to get result that can be attributable to the reachable population. Research instrument were formulated for the study and based on this, a research questionnaire was designed and One Hundred and Ten (110) copies were distributed to managers and team leads across 10 deposit money banks in Port Harcourt that constituted the population of study. The researcher administered 11 copies to each of the deposit money banks. A total of one hundred questionnaire were correctly filled copies of the distributed questionnaire and were retrieved. Out of this, 100 respondents were sampled out using the purposive sampling size method to determine. From the responses gathered, the hypotheses were tested using the Pearson Product Moment Correlation. This was made possible with the aid of IBM SPSS Amos, version 23.0. The result revealed that; there is a positive and significant relationship between information technology, data collection, data storage and team competence. Findings from the study shows the effectiveness of HRIS on organisations over the years and its sophistication. It was recommended that deposit money banks must adopt HRIS by ensuring adequate collection of data, storage, effective ICT system and tailor service base on individual needs rather than generic baseline in such a way that it aligns with HRIS practices. This will help position the deposit money banking in a strategic long-term growth, competitive edge and profitability.*

Keyword: *Human Resources, Information Practices, Data Collection, Information Technology, Data Storage.*

Introduction

Digital transformation has been influencing tradition methods of working long before the pandemic, but lockdowns and the shift to remote working accelerated these changes in significant ways. Human resources information system (HRIS) is one of the major modern human resources tools, the HRIS is a system that is used to collect and store data for organization's employees. A succinct definition of HRIS is integrated systems that are used to collect, store, and analyze data pertaining to human resources inside a company. Eric Vulpen (2021) claims that HRIS streamlines administrative tasks, minimizes paperwork, and maintains up-to-date employee data, freeing up management time for other important responsibilities. HRIS may be a methodical approach to

keeping track of data and information for every worker in an organization to support planning, decision-making, and the filing of returns and reports. In a similar spirit, Walker (2001) asserts that the HRIS system, which forms the basis of all computerized HR work, serves as the principal transaction processor, editor, record-keeper, and functional application system.

HRIS is one of the key components of the HR system. As a result, the significance of HRIS is increasing with the rapid growth of the corporate sectors in Port Harcourt. In the past human resource management was the main skills that human resource professional needed to master, to succeed in the current volatile and dynamic business environment, hence human resource professional need to have a broad set of general skills as well as deep understanding of their functional expertise of HRIS. According to Lengnick-Hall *et al*, (2011) organizations need to adopt a strategic approach to developing their human resources in general and talent more specifically to sail through the storm of crises. Additionally, the HRIS is the most widely used software in HR. This is because hiring, performance reviews, benefits and rewards, payroll, and selection are all recorded in the HRIS, and HR staff members must be able to use these tools and interpret data from them as well as other crucial tools like applicant tracking systems and the Internet of Things (IOT), with more being developed on a regular basis. In a similar spirit, HR staff members need to always be tech aware in order to stay abreast of changes in the corporate world and know how to make the most out of HRIS. Bardoel *et al*, (2014) also suggest that a coherent and employee-oriented set of HRM practices (e.g., development of social support at work, employee assistance programs, employee development programs, flexible work arrangements, occupational health and safety systems) helps enhance employee resilience and effectiveness. It can be used to maintain details such as employee profiles, absence reports, salary administration and various kinds of reports. It is one of the benchmark HR practices in the corporate world.

Meanwhile, organizational effectiveness is the model of how effective an organization is in achieving the outcomes the organization intends to achieve (Mitchell, 2013). In the vein Ogden and Watson (2011) discoursed that an investigation into effectiveness is to evaluate how well an organization is doing in relation to some set standards. Organizational effectiveness became more prominent and switched to being a concept from the status of a construct (Henry, 2011). This concept is related to issues such as the ability of an organization to access and absorb resources and consequently achieve its aims (Federman, 2006).

According to Smith (2019), an effective organization can lead to higher customer engagement and value, better management, lower costs, increased staff engagement and performance, more effective use of technology, and better organizational outcomes. Smith proposed that in order for firms to consistently optimize their gains, they should enhance their organizational culture, enhance the work environment for employees, boost the effectiveness of business processes, and acquire better tools and technology. According to Clarkson (2009), however, an organization's efficiency as a social system is determined by how well it uses its resources and tools to accomplish its goals without depleting those resources or putting an excessive amount of stress on its members. Bizmanualz (2021) proposed communication effectiveness, customer relationships, employee satisfaction, brand image, distraction, trust, customer frustration, supplier relationships, project management and team competence as measure of organizational effectiveness, this article adopted team competence. Team competence is significant among employees in order to perform their job well as well as to achieve organizational excellent competitive advantage.

It became essential to look at HRIS critically and how it impact on organizational effectiveness in the deposit money banks in Port Harcourt, since technology is sacrosanct. It is against this backdrop that this study intends to examine the relationship between human resources information system and organizational effectiveness of deposit money banks in Port Court, Nigeria.

Statement of the Problem

Several studies have acknowledged the critical role of HRIS in enhancing human resource processes and its technological enablement in organizations to improve organizational effectiveness, yet many organizations have struggle to implement HRIS procedures. These studies have considered the “qualities and significance of HRIS”. In Nigeria today, there is high demand for HRIS technology, workplace enhancing capacity and effective ways of carrying out HR activities and processes in organizations, as the benefits surpass its challenges and cons. Ngai and Wat (2004) observed that organizations need to be convinced of the benefits of HRIS for their company before they implement such a system. Both large, medium and small corporate body needs the HRIS tool and it can be used in such a wide variety of ways, therefore an analysis of the potential benefits of technology in HRM has been one of the main issues both for HR practitioners and academia’s in this area. Tansley and Watson (2000) opined that information technology has considerable potential as a tool that managers can use, both generally, and in human resource functions in particular, to increase the capabilities of the organization. But not every person in organizations may accept HRIS in terms of privacy as employees may feel their data are being accessed and used by internal and external individuals. Among others are performance reduction in complex tasks, employee resistance, lack of flexibility and system rigidity, thus when performance monitoring systems are used can caused issues in the organization. Despite the fact that HRIS has already started revolutionizing HR functions, the implications for the HR function are not yet fully visible, as the main challenges are the alignment of processes in the HR function according to the future e-business challenge (Svoboda & Schröder, 2001). Over the years, the use of technology in human resources has increased dramatically and is now a vital aspect of many personnel related decisions such as collecting job information, recruitment, employee selection, training, and performance management (Chapman & Webster, 2003). Even with these development, Hussain, Wallace, and Cornelius (2007) observed that for senior HR professionals, strategic use of HRIS is increasingly the norm, irrespective of organization size and this had led to the HR profession providing a value-add for the organization.

Irrespective of previous research that have been carried out in this area of study, many organization have not yet embrace HRIS and is not yet visible. This study therefore tries to investigate human resources information system and organizational effectiveness of deposit money banks in Port Harcourt, Nigeria.

Objectives of the Study

The aim of this study is to examine the relationship between HRIS and organizational effectiveness of deposit money banks in Port Harcourt, Rivers state. The specific objectives of the study includes:

- i. To examine the relationship between information technology and team competence
- ii. To determine the relationship between data collection and team competence
- iii. To investigate relationship between data storage and team competence

Research Questions

As part of the rigorous effort to attain the objectives of this study, the following research questions are put forward, thus;

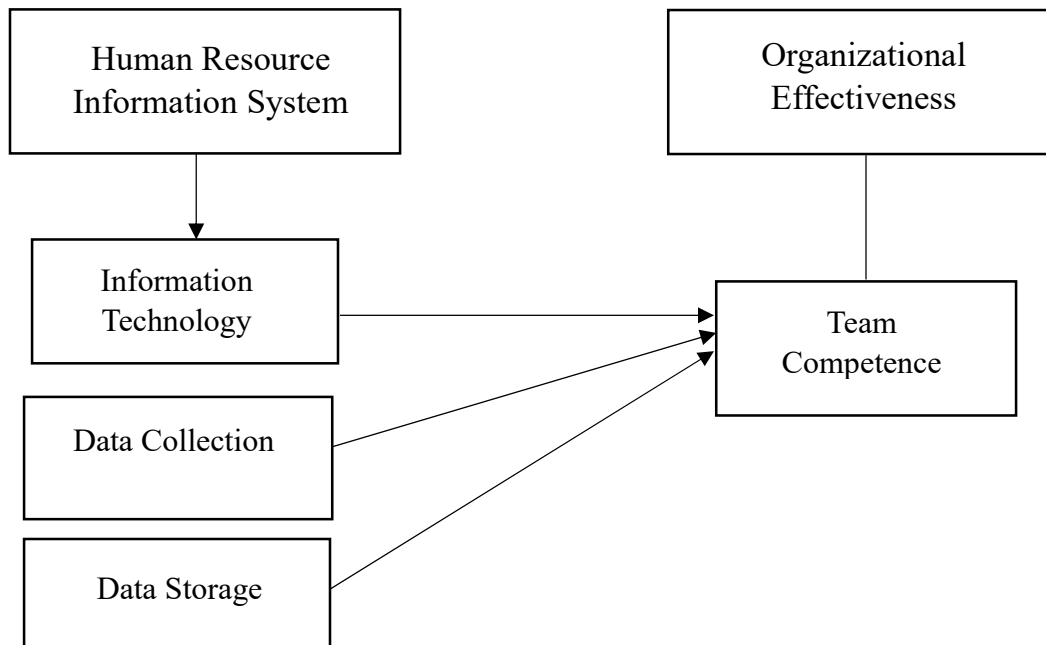
- i. How does information technology affect team competence?
- ii. Does data collection affect the growth of team competence?
- iii. To what extent does data storage affect the level of team competence?

Research hypotheses

To achieve the aim of this study, the following hypothesis are put forward;

- H₀₁: There is no positive relationship between information technology and team competence of deposit money banks staff in Port Harcourt, Rivers State.
- H₀₂: There is no significant relationship between data collection and team competence of deposit money banks staff in Port Harcourt, Rivers State.
- H₀₃: There is no strong relationship between data collection and team competence of deposit money banks staff in Port Harcourt, Rivers State.

Conceptualization



Conceptualize by the researcher 2023

Literature review

In most cases, an HRIS encompasses the basic functionalities needed for end-to-end Human Resources Management (HRM). It is a system for recruitment, performance management, learning, development and more. The HRIS can either run on the organization's own technical infrastructure, or, more common nowadays, be cloud-based as well outside the organization for easy updating. This results to a management system designed specifically to provide managers with information to make HR decisions towards improved and effective organization. The study is underpinned with resource based-view theory for proper framework, context and applications.

Resource Based-View Theory

Penrose introduced the resource-based view (RBV) idea in 1959. This idea serves as a managerial framework for identifying the strategic resources that a business can leverage to capitalize on resources that are uncommon, valuable, unique, and non-replaceable in order to gain a competitive edge that will last. In this sense, a company can use a variety of corporate entrepreneurship components as a crucial component of its managerial and strategic resources to increase performance and achieve success. The Resource-Based View (RBV) theory's central claim is that businesses may create and maintain a competitive edge by building and utilizing valued resources and capabilities. The resource-based view (RBV) states that a firm's resources must meet four criteria in order to have a sustained competitive advantage: they must be valued, scarce, unique, and non-substitutable (Barney, 1991). Effectively integrated with entrepreneurial indicators. Resources come in two varieties: they might be material or immaterial (Wernerfelt, 1984). The goal of all resource acquisition strategies is to find efficient ways to use organizational resources (Bontis, 1999).

The resource-based view provides developing countries with a theoretical framework to assess the strategic appropriateness of Chinese resources. The resource-based view of the firm, first proposed by Birger Wernerfelt in 1984 and later expanded upon and enhanced by Jay B. Barney in 1991 and other scholars, has an abundance of support in the business literature. The idea that a firm's resources and capabilities determine its competitive advantage is a central tenet of the resource-based approach (Wernerfelt, 1984; Conner, 1991; Peteraf, 1993). Value, rarity, imperfect imitability, and lack of substitutability are the four characteristics of resources that Barney (1991) identified as potentially contributing to a firm's competitive advantage.

Dimensions of HRIS

Information technology

Information technology connotes competitive advantage involve systems that link an organization to suppliers, distribution channels, or customers. HR directors are looking to technology and the data it offers to guide them in making decisions that will benefit the company as a whole (Wilcox, 1997). By utilizing information technology, HR can face the challenge of concurrently becoming more strategic, adaptable, cost-effective, and customer-oriented, according to Snell, Stueber, and Lepak (2002). They draw attention to the fact that IT can simultaneously reduce administrative expenses, boost output, shorten response times, facilitate better decision-making, and improve customer service. Three primary factors have prompted businesses to look for IT-driven HR

solutions: the demand for cost savings, improved service quality, and cultural transformation (Yeung & Brockbank, 1995).

The last twenty years have seen a tremendous development in information and communications technology (ICT), which has accelerated the adoption and use of electronic human resource management (eHRM) (Strohmeier, 2007). Surveys of HR experts reveal that both the number of firms implementing HRIS and the depth of applications within the enterprises are consistently expanding (Cedar Crestone, 2005). Many experts projected that the PC will become the central instrument for all HR workers (Kovach & Cathcart, 1999). These expectations are currently being empirically confirmed by a number of surveys conducted by consulting firms and academic research groups (Cedar, 2009). In HR, Martinsons (1994) made a distinction between "sophisticated" and "unsophisticated" uses of technology, such as payroll and benefits administration, and recruiting and selection, training and development, and performance review.

However, developments in IT hold the potential of meeting many of the issues of the HRM area in the future such as attracting, retaining and motivating people, satisfying the demands for a more strategic HR function and handling the "human element" of technical change (Ashbaugh & Miranda, 2002). However, the combination of human resources and information technology has resulted in the development of the "Human Resource Information System" (HRIS), which is backed by HR software.

Data collection

Higher precision, timely and easy access to information, and lower human expenses (Tetz, 1973; Wille and Hammond, 1981). Less human resource specialists are required since HRIS removes the "HR middleman," according to Lennick-Hall and Moritz (2003). HRIS also decreases information mistakes, expedites transaction processing, and enhances the monitoring and management of human resource activities. Thus, according to Lennick-Hall and Moritz (2003), HRIS enhances service delivery on one hand. Regardless of the size of the firm, Hussain, Wallace, and Cornelius (2007) noted that senior HR professionals are becoming more and more accustomed to using HRIS strategically, which has made the HR department a value addition to the business.

Data storage

At the center of all computerized HR work is the HRIS system, which serves as the main transaction processor, editor, record-keeper, and functional application system. Depending on the modules deployed, it maintains personnel, organizational, and HR plan data sufficient to support the majority, if not all, of the HR functions. Businesses using HRIS software must ensure that their data is secure from the outset because all of the important information is being stored there. While audits are rare, noncompliance with legal requirements for process, structure, and data management can result in fines (Inc., 2020). HRIS is a software program that has emerged that offers special features to assist HR professionals in organizing, correcting, and syncing their data resources. For enterprises, this technology is mostly used for data entry, data tracking, and data information requirements. Any HR professional can use the HRIS platform to save and gather crucial data, enhance work quality, facilitate workflow, and bring about cost effectiveness and efficiency. That does, however, free up HR workers from time-consuming repetitive duties like

filing, data entry, and report authoring. It is simple to import and export data across various office application programs.

Concept of Organizational Effectiveness and Measure

Effective organizational management is frequently seen as the key component in the business and training fields as well as the path to survival for associations of all stripes in the twenty-first century (Rieley, 1993). Scholars in the field of organizational sciences recognize that organizational effectiveness was the primary focus of organizational theory (Goodman & Pennings, 1977; Biswas, 2010), and that increasing an organization's effectiveness is the fundamental objective of the majority of organizational research (Noruzi & Rahimi, 2010). The phrase "organizational effectiveness" is more general and encompasses a variety of components used to assess organizational performance.

Consequently, one component of organizational performance that has been implied is organizational effectiveness (Lee & Choi, 2003). According to Fallon and Brinkerhoff (1996), "a company's long term ability to achieve consistently its strategic and operational goals" is what is meant by organizational effectiveness. Although the precise definition of organizational effectiveness has been difficult to pin down (Cameron & Whetton, 1981; Rahimi & Noruzi, 2011), it is generally agreed upon that organizational effectiveness is "the extent to which an organization achieves its goals" (Steers, 1977). But according to Mott (1972), "the ability of an organization to mobilize its centers of power, for action, production, and adaptation" is what constitutes effective organizational functioning. Actually, high-performing companies typically generate superior quality goods and exhibit resilience in the face of difficulty.

Team competence

A group of related knowledge, attitudes, and abilities known as team competence impact a significant portion of the task; they are correlated with job performance, measurable against established benchmarks, and amenable to improvement through training and development. Although competency standards are often set, every role and function is different and needs to be measured in a different way. Competencies shall be categorized individually and evaluated independently as well as exhibited consistently (Jubb & Robotham, 1997). Organizations must make sure that members' competency is evaluated, upheld, proven, and continuously enhanced (Rabiah et al., 2007; Smith & Robertson, 1992). Nonetheless, Hollenbeck and McCall, referenced in Levenson (2005), contend that it is challenging to create a competency model that works for the organization because competency criteria vary over time. Because of this, determining which competency produces the strongest performance predictors is nearly laborious and necessitates meticulous examination. According to that logic as well, organizations may be misled by a large number of competency sets when attempting to identify which competency or competencies are the most accurate indicators of organizational success. As a result, choosing competency sets carefully will undoubtedly aid in determining the factors that influence organizational performance. According to a number of research on competences and organizational performance, only a small subset of competencies seem to be significant determinants of organizational performance (Levenson, 2005).

Cheng, Dainty, and Moore (2005) corroborate these claims, arguing that in order for companies to function well, personal skills and task-specific or job-based abilities should be identified, developed, and integrated. Personal competencies are referred to as job-based and macro-competences. They also recommend a brand-new competency method known as the hybrid approach (multidimensional), which blends the role-focused approach with these two categories of competencies.

Types of HRIS

- **Operational HRIS** Operational HRIS is of immense help to the manager. It provides the manager with all the required data to support routine and repetitive human resource decisions.
- **Tactical HRIS** Tactical human resource information systems provide managers with support for decisions that emphasize the allocation of resources. Within the domain of HR, these include recruitment decisions, job analysis, and design decisions, training and development and also employee compensation plans.
- **Strategic HRIS** Strategic HRIS focuses on supporting labour negotiations, workforce planning, and certain specialized human resources software.
- **Comprehensive HRIS** The computerization of HRIS has resulted in an integrated database of human resource files., employee files, position, skills inventory files, affirmative action files, job analysis and design files, occupational health and safety files, and many other human resource files are constructed in a coordinated manner using database management systems software so that application programs can produce reports from any or all of the files.

Functions of HRIS

There are different kinds of HRIS systems and software. Because an HRIS encompasses all the functionalities for HR, all separate functionalities are part of the system. These functionalities include:

- **Applicant Tracking System (ATS):** This software handles all the company's recruiting needs. It tracks candidate information and resumes, enables recruiters to match job openings to suitable candidates from the company's application pool, and helps in guiding the hiring process.
- **Payroll:** Payroll automates the pay process of employees. Contractual data and information on new hires is often entered into this system – sometimes combined with time & attendance data and at the end of the month, payments orders are created.
- **Benefits administration:** Another functionality of the HRIS is benefits management. Employee benefits are an important aspect of compensation and are also managed in this system. More advanced systems offer an employee self-service model for employee benefits. In this case, employees can select the benefits they are looking for themselves. One may want more paternity leave, the other one a more expensive company car.
- **Time and Attendance:** This module gathers time and attendance data from employees. These are especially relevant for shift workers where employees clock in and out. Back in the day, employees often wrote down their working hours on a piece of paper. Then, the manager would manually enter the data into a time tracking system. Based on this data, payment orders were

generated and paid to all employees. Nowadays, workers often check into work by fingerprint or a card that is synced with an HRIS. This gives an exact time for arrival and departure. Any issues with lateness are easily detected.

- **Training:** Learning and development is a key element when it comes to employee management. This module allows HR to track qualification, certification, and skills of the employees, as well as an outline of available courses for company employees. This module is often referred to as an LMS, or Learning Management System, when it's a stand-alone. An LMS usually includes available e-learning and other courses to be followed by employees.
- **Performance management:** Performance management is a key part of managing people. Performance ratings are generated once or multiple times a year by the direct manager or peers of the employee.
- **Succession planning:** Creating a talent pipeline and having replacements available for key roles in the organization is another key component of an HRIS.
- **Employee self-service:** Employee self-service has already been mentioned. Organizations are focusing increasingly on having employees and their direct supervisors manage their own data. Requests like holidays can be asked for by the employee him/herself. After approval, these are then immediately saved into the system (and registered to track for payroll and benefits purposes).

Reporting and Analytics: A much rarer module in HRIS systems is reporting and analytics. Modern systems enable the creation of automated HR reports on various topics like employee turnover, absence, performance, and more. Analytics involves the analysis of these insights for better-informed decision making.

Benefit of HRIS in organizations

HRIS has a number of clear benefits, that's why organizations of all sizes implement this tool to support their organizational operations. According to Othman and Teh, (2003) it enables the creation of an IT-based work place. Centrally, the HRIS holds employee information, where a wide range of employee data is then easily accessible, in one system.

- **Record-keeping:** An HRIS is a record-keeping system that keeps track of changes to anything related to employees. The HRIS can be seen as the single source of truth when it comes to personnel data.
- **Compliance:** Some data is collected and stored for compliance reasons. This includes material for the identification of employees in case of theft, fraud, or other misbehaviors, first contact information in case of accidents, citizen's identification information for the tax office, and expiration dates for mandatory certification. All this information can be stored in the HRIS. It is essential that data is stored safely and securely, in line with GDPR regulations.
- **Efficiency:** Having all this information stored in one place not only benefits accuracy but also saves time. Some companies still keep a lot of data about employees as physical paperwork. Finding the right folder, and locating the right sheet, can take up a lot of staff time.

- **HR strategy:** The HRIS permits the tracking of data required to advance the HR and business strategy. Depending on the priorities of the organization, different data will be essential to track. This is where the HRIS shines.
- **Self-Service HR:** The ability to provide managers and staff with self-service HR is a last advantage. Employees can now handle their own affairs thanks to this. The HRIS can provide a positive employee experience if implemented properly. Remember that not all HRIS systems provide this in an easy-to-use way.

There are several advantages to using an HRIS for the company, HR, and employees. It gets exciting to use an HRIS when you have between thirty and fifty people. At this point, it becomes difficult to manage this fundamental data in Excel, and basic processes like authorizing staff vacations must be standardized. For large firms, which usually utilize more sophisticated HRIS systems to handle many HR activities, using an HRIS is extremely advantageous. A simpler HRIS would be appropriate for small businesses.

Challenges of HRIS

HRIS is encompass with several challenges that impasse its wide spread in organizations, the following challenge are put forward;

- It can be expensive in terms of finance and manpower.
- It can be threatening and inconvenient.
- Thorough understanding of what constitutes quality information for the user.
- Computer cannot substitute human beings.

An inconsistent level of priority given to HRIS, which makes it difficult to maintain management commitment to the project and secure funding for the full development of the new or improved HRIS. The obstacles to user adoption of the HRIS and the ensuing undervaluation of the significance of change management. A propensity to underestimate the complexity of the HRIS and its influence on the behavior and operations of the organization.

HRIS metrics in Organisations

Communication skill: Since HR staff serves as the intermediary between the employer (company) and the employee, communication is crucial in the HR department. HR advocates for employees while also representing the employer, which calls for excellent communication abilities. A member of the HR team should be able to interact both informally and formally, verbally and in writing, online and in person. The following are the three crucial communication skills;

Clear writing: this will help them avoid miscommunication, which is especially important when dealing with matters that have a huge impact on their employees, such as employment contracts, job vacancies, or organizational policies.

Critical listening: as a people advocate means, HR personnel should understand their employees perspective and help them overcome challenges at work. An important part of this is being able to listen clearly and critically.

Conflict management: HR personnel needs to be able to handle uncomfortable situations with sensitivity. For example, in the instance of grievances, conflict, exit interviews and salary negotiations.

Digital skills: HR personnel must understand digital skills and actively integrate them into workplace to enable HR unit and the organization run more effectively and efficiently.

Data literacy and reporting skills: HR professionals must possess the ability to read, apply, create, and transform data into valuable information in order to make and influence informed decisions about hiring and employee placement. This includes understanding key HR metrics, which include the following. The HR job description is becoming increasingly defined by data, and HR generalists are now expected to be analytically driven and data oriented.

Recruitment

Retention

Engagement

Employee value proposition

Performance

HR personnel should have in-depth knowledge of data processing tools like excel and power BI which is a great profit. Furthermore, HR personnel should be able to use;

Metrics

KPIs

Scorecards

Dashboards

This will enable HR personnel take an evidence based approach and will help them make better decisions, for instance when advising managers and employees, and creating people policies.

Advisory skills and business understanding: being able to counsel many stakeholders, including employees, line managers, and senior management, on personal matters is one of HR's core competencies. Several of the problems cross;

Operational nightmares include assisting a top manager in drafting an email to the department or designing a reintegration plan for a worker.

Advising the organization on restructuring initiatives and organizational culture restoration are tactical banes.

Strategic advice: In order to offer value to the firm, HR staff members must be aware of the business, which requires business acumen, and ensure that HR policies and organizational culture are in line with the business strategy. HR staff members must have a thorough understanding of the company, its clients or customers, and its shareholders. Only then will they be able to comprehend the issues managers and executives are attempting to resolve and will they be able to quickly position the organization to take the lead in the market.

Intercultural sensitivity and inclusive language skills: The skills required for HR personnel vary depending on the specifics of the organization. In large, multinational organizations with employees and managers from different countries, intercultural sensitivity is essential. For example, cultural differences can significantly affect employee management and retention practices. HR personnel must be aware of these differences. In certain nations, employees receive promotions annually, although in Western countries, promotions are often granted every three to five years. Additionally, direct or indirect communication is customary; nevertheless, employing an inappropriate communication style may be interpreted as disrespectful. Nonetheless, Hofstede's cultural dimensions model or theory can be utilized as a tool to manage cross-cultural communication in order to gain understanding of the degree of;

Power distance index (PDI)

Individualism and collectivism

Uncertainty avoidance index (UAI)

Masculinity and femininity (MAS)

Long-term orientation and short-term orientation (LTO)

Indulgence and restraint (IND)

Additionally, HR staff members need to focus on their ability to communicate using inclusive language. How one speaks to employees directly affects how they are treated with respect and value. Using inclusive language promotes harmony and inclusivity at work. Some strategies to help with this include education, training, and the use of AI tools to identify language that is not inclusive.

Methodology

The study espoused the cross-sectional survey method in the investigation of variables under the study. Primary data were sourced through structured copies of questionnaires. Kothari and Garg (2014) contend that sampling is method selecting sample elements from a population such that elicited information from sampling units will fulfil criteria representativeness, efficiency, flexibility, and reliability which could be used to estimate the population parameters. Using 120 employees from 10 deposit money institutions in the Port Harcourt metropolitan as the accessible population and taking into account their nature and analysis unit, the employees serve as the sample units from which the subjects were selected. This will serve as a good representation of the Port Harcourt metropolitan population that we are studying. A total of eleven questionnaires were given to each of the ten (10) deposit money banks that were randomly chosen from each of the Port Harcourt metropolises. Eight were given to their staff, two were given to team leads, and one was given to branch managers. 110 questionnaires in all were given out to the responders. Merely ten surveys were declined and deemed unusable for the research. As a result, there are 110 respondents in our study population. Using the basic random sampling size approach, 100 employees made up the sample size. Experts thoroughly validated these instruments based on the supervisors' permission and vetting. Additionally, the Cronbach Alpha coefficient was used to determine the instrument's reliability, with all of the items receiving coefficients greater than 0.80. Using the Pearson Product Moment Correlation Coefficient, the hypotheses were examined. At a 0.05 level

of significance and a 95% confidence range, the statistical tests were performed. Version 23.0 of the Statistical Package for Social Sciences (SPSS) was instrumental in making this happen.

Analysis and Result

The dimension of HRIS established in the study were correlated against the measure of the dependent variable which is organizational effectiveness (team competence). The intention was to determine if there is a significant relationship between dimensions of HRIS and measure of organizational effectiveness and the trend of such relationship. The Pearson Product Moment Correlation Coefficient statistics was used in analysing the data collected for the purpose of this study. The computations were done with the use of Statistical Package for Social Sciences (SPSS).

TABLE 1 Correlation Matrix for Information technology and Organisational effectiveness for Hypothesis 1 (H₀₁)

		Information Tech	Team Competence
Information Tech	Pearson Correlation	1	.733***
	Sig. (2-tailed)		.002
	N	100	100
Team Competence	Pearson Correlation	.733***	1
	Sig. (2-tailed)	.002	
	N	100	100

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

H₀₁: There is no positive and significant relationship between information technology and team competence of deposit money banks in Port Harcourt.

The table 1 shows the correlation for hypothesis one. The correlation for the hypothesis shows a significant correlation at $r = .733^{**}$ where $P\text{-value} = .000$ ($P < 0.001$). This implies a strong and significant relationship between both variables at 95% level of confidence. We therefore reject the null hypothesis ($H_0: 1$), and accept the alternative hypothesis, thus, there is a positive and significance relationship between information technology and team competence.

TABLE 2 Correlation Matrix for Data collection and Organisational effectiveness for Hypothesis 2 (H₀₂)

		Data Collection	Team Competence
Data Collection	Pearson Correlation	1	.724***
	Sig. (2-tailed)		.002
	N	100	100
Team Competence	Pearson Correlation	.724***	1
	Sig. (2-tailed)	.002	
	N	100	100

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

H₀₂: There is no strong and significant relationship between data collection and team competence of deposit money banks in Port Harcourt.

The correlation for hypothesis two shows a significant correlation at $r = .724^{**}$ where $P\text{-value} = .000$ ($P < 0.001$). This infers a significant relationship between both variables at 95% level of confidence. We therefore reject the Null hypothesis ($H_0:2$), and uphold the alternative hypothesis, thus, there is a strong relationship between data collection and team competence.

TABLE 3 Correlation Matrix for Data storage and Organisational effectiveness for Hypothesis 3 (H_{03})

		Data Storage	Team Competence
Data Storage	Pearson Correlation	1	.734***
	Sig. (2-tailed)		.002
	N	100	100
Team Competence	Pearson Correlation	.734***	1
	Sig. (2-tailed)	.002	
	N	100	100

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

H_{03} : There is no strong and significant relationship between data collection and team competence of deposit money banks in Port Harcourt.

The table 3 indicates the correlation for hypothesis three. The correlation for hypothesis three shows a significant correlation at $r = .734^{**}$ where $P\text{-value} = .000$ ($P < 0.001$). This denotes a positive and strong relationship between both variables at 95% level of confidence. We therefore reject the null hypothesis ($H_0: 3$), and accept the alternative hypothesis thus, there is a positive and strong relationship between data storage and team competence.

Conclusion

One common defense of HRIS's efficacy in HR operations is that it enables businesses to lower expenses associated with processes and tailor them to specific requirements. Enshur et al. (2002), for example, go into great detail about how technology affects the processes of finding, rewarding, developing, safeguarding, and keeping human resources. They come to the conclusion that switching from traditional HR to e-HR can result in significant time and cost savings for a variety of HR tasks (p. 238). HRIS advantages consist of increased precision, timely and easy access to information, and reduced labor expenses (Tetz, 1973; Wille and Hammond, 1981). HRIS removes the "HR middleman," which means that fewer human resource specialists are required, according to Lengnick-Hall and Moritz (2003). HRIS also decreases information mistakes, expedites transaction processing, and enhances the monitoring and management of human resource activities. In essence, technology serves as the hub for the dissemination, coordination, and management of human resources (Strohmeier, 2007). Information technology offers significant potential as a tool that HR managers and the managerial team can use, both generally and specifically in the context of human resource functions, to boost the organization's capabilities (Tansley & Watson, 2000).

Recommendation

Based on evidence from the findings and inferences made, the following recommendations were put forward:

- Organizations should adopt HRIS practices, align their strategies to HRIS to ensure effective information technology system, data collection and data storage that leads to team competency.
- Organizations should ensure the use of sophisticated or modern technology to ensure swift daily operation, productivity and improvement in carrying out their tasks. As information technology provide managers with support for decisions that emphasize on achieving the objectives of organization.
- HRIS is of immense help to organisations, managers and employees, as it provides managers with all the required data to support routine and repetitive human resource decisions while enhancing their performance since data are no longer generic but tailored through specific individual information.
- Within the domain of HRIS, resources are effectively allotted and recruitment decisions (information about the quantity and quality of the available workforce to achieve their goals), job analysis, and design decisions, training and development and also employee benefits and compensation plans. As effective database management systems software and storage leads to sustainability of organizations.
- HRIS has shown the capability of supporting activities like maintaining complete records of existing as well as past employees, people management, developing programs to determine what kind of skills and talents are needed by specific employees while aligning the policies of the organization to its goals.

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