

**THE EFFECTIVENESS OF HRIS BY USING TECHNOLOGY  
ACCEPTANCE MODEL ( TAM ) ON HUMAN RESOURCES  
PERFOMANCE AT WISMA PERSEKUTUAN**

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## ABSTRACT

The purpose of this study is to measure HRIS effectiveness by using TAM model and how it impacts on Human Resources (HR) performance. Scope of this study is focus on respondents. The respondents of this research are employee at Human Resources Department in Federal and focused on HR executives and HR staff. This is because; both of these respondents are those who deal daily with HRIS. It is important to get their view and opinion regarding impact on using HRIS in performing their jobs. In addition, it also can focus on questionnaire. Self-rated questionnaire will be used as a method of gathering data and it will distribute manually to the HR staff.

Besides that, scope that can be focus is work environment such as the effectiveness and efficiency of HRIS could influence the ways employee feelings and will affect the entire results of this research. Methods that been use in this research are research design, sampling frame, population, sampling technique, sample size, unit analysis, data collection procedures, instrument, validity of instrument and reability.

Findings of this researcher is use to analyze the actual data by using descriptive statistic which Correlation analysis was conducted in order to measure how variables or rank orders are related. Table below was presented the relationship between effectiveness of HRIS by Using Technology Acceptance Model (TAM) on human resources performance at Wisma Persekutuan Ayer Keroh, Melaka. The correlations between the Technology Acceptance Model (TAM) in elements of perceives ease of use and perceives usefulness of HRIS with human resource process, time and cost saving, decision making and information effects were interpreted as Correlation analysis is a term that refers to the strength of a relationship between two variables. As a conclusion, the application of HRIS system must used in higher education institutions provide the utmost update ability use of resources, speed, compatibility, updateability, accessibility, data integrity, privacy and security.

## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of Study**

Wisma Persekutuan was located in Ayer MITC Melaka. They are also having a lots numbered number PT 15246 & 5487. Federal house, MITC Ayer also had started construction on the second day of April 2007 and was completed on the 1st day of July 2008. Wisma Persekutuan, MITC has estimated land area of not less 6.030 square meters. In addition, the gross floor area of building construction is 2.123 square meters. Therefore, totally staffs that have at Wisma Persekutuan, Ayer Keroh Melaka are 2010. In addition, there are 9 floors in Wisma Persekutuan MITC Ayer which is divided into 10 departments and headed by the respective directors in each unit of the department which are Jabatan Penjara Malaysia at 1<sup>st</sup>(A) floor, it director of department is Puan Zalina Bt Mohd Yunus, followed by Jabatan Hal Ehwal Angkatan Tentera at 1<sup>st</sup>(A) floor it director of the department is Mejar Roslan bin Md. Sharif, Jabatan Biro Pengaduan Awam at 2(A) floor it director of the department is Mohd Faisal Rahman, Pejabat Penasihat Undang-undang Negeri Melaka at 2(C) floor it director of the department is Tuan Haji Shahidani Bin Abd Aziz, next department is Bahagian Pembangunan Bumiputra is at 2(B) floor, it director of the department is Encik Murad Bin Mohd Chin, Jabatan Kesihatan Negeri Melaka it divide into three unit of the department which is consists of Administration is at 3<sup>rd</sup> and 5 floor followed by it clinic at 4<sup>th</sup> floor it director of the department is Datuk Dr Teoh Siang Chin, Kementerian Perdagangan Dalam Negeri, Koperasi & Kepenggunaan is at 6 floor it, director of the department is Encik Muhabir Bin Ibrahim, Jabatan Penilaian