

HUMAN RESOURCES INFORMATION SYSTEM IMPACT ON ORGANIZATION PERFORMANCE: THE ROLES OF HUMAN CAPITAL AND HR ANALYTICS

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ABSTRACT

The purpose of this study is to investigate the mediating role of Human Capital and the moderating role of HR Analytics in the relationship between HRIS and organizational performance in Telecommunication private sector firms in Egypt.

A structured questionnaire was administered to survey managers and employees in the three main private telecommunication firms in Egypt. 740 questionnaires were distributed, 472 of which were returned and considered valid. Data was statistically analyzed using structural equation model estimation.

The findings indicate that HRIS relate positively to Organizational Performance. The results also support the argument that Human Capital plays a mediating role in the significantly positive relationship between HRIS and Organizational Performance, when HR Analytics was present.

This study provides managers with empirical support to the practice of designing and employing an effective HRIS in its four dimensions as a mechanism to improve organizational performance through the development of Human Capital. Managers and decision makers should make their HRIS adoption and applications more understandable, authentic, applicable, influential, usable and reliable to increase their HR practices effectiveness.

Although previous research has shown that HRIS is an important factor influencing organizational performance and outcomes, this is one of the few studies that captures the complexity of the interplay between HRIS adoption and its effect on Organization Performance. It also that investigates the mediation role of Human capital and the moderation role of HR Analytics. Furthermore, it is the first study to test the model on the Telecommunications Sector in Egypt thereby refining theory of organizational performance and makes it more specific to the telecommunication industry and to the developing country of Egypt.

KEYWORDS: *HRIS, Human Capital (H.C), HR Analytics, Organization Performance (O.P)*

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