Abstract

The study investigated the adoption of Electronic System for HRM Department in Higher Learning Institutions. It was conducted in the Institute of Accountancy Arusha (IAA). The main respondents in this study were the Heads of Department including HRM and ICT, staff from HRM and IT department. The data was collected through interview, questionnaire and documentation. Under interview schedule both structure and unstructured interview with Heads of Department including HRM and ICT manager were interviewed, furthermore, structured questionnaire was used to collect data from HR and ICT staff. Lastly documentary review was done in order to acquire some relevant information about e-HRM from the Institute of Accountancy Arusha. The data collected from 10 respondents were subjected to statistical techniques and analysed by using MS Excel 2007 window 7 and presented in graphs, tables and figures. The overall response rate was 100%.

It was found that, at IAA there is no the centralised electronic system which can cater the need of various departments simultaneously, instead there some software which are used to some key departments such as Pastel-Accounts, Athena-Library, SARIS-Register and LAWSON software to HR department. This software was introduced recently adopted from the central government. However the study depicted that, in the course of applying electronic system on the day to day activities, the institute is facing a number of challenges such as network problems, shortage of power, unfamiliar to technology (LAWSON software) as it was introduced recently.

It is recommended that, the IAA management should adopt and make use of e-system to HRM department as this technology is of extremely important in terms of the effectiveness and efficiency of time management, data accuracy, few numbers of personnel and less paper work. The study also recommends to IAA to conduct training to staff particularly those at HR department on proper application of e-systems to their day to day activities. Lastly the IAA management should consider intensively on how further they can develop e-HRM the focus should be on what could be improved, but also how future e-HRM activities should be organized.

Keywords: Human Resource Management (HRM), electronic system in Human Resource Management (e-HRM) and Information Technology.