

Abstract

Information technology is expected to drive Human Resource (HR)'s transition from a focus on Human Resource Management (HRM) to Strategic Human Resource Management (SHRM). This strategic role not only adds a valuable dimension to the HR function, but also changes the competencies that define HR professional and practitioner success.

The study aims at investigating what role if any do information systems/ information technology (IS/IT) play in SHRM. It attempts to examine how HR managers and HoDs at the Institute of Judicial Administration (IJA) see the effects of strategic roles of IS/IT on strategic HR tasks and job roles.

The questionnaires were given to the staff, and interviews were conducted and reviewing of documents concerning the implementation and uses of IS/IT at the institute have been done to make sure that the author come out with relevant and valid information for the study.

The results of the study revealed that HR managers and HoDS not only consider IS/IT usage as a support for strategic HR tasks but also perceive it as an enabling technology.

Finally recommendations are made to the management to implement and use IS/IT in SHRM functions and the suggestions are given on how the management can manage this change of moving from manual based to technology-based.

