

## Abstract

The Human Resource Management function in an organization has gained increasing strategic emphasis and the importance of its alignment to the main business strategies is always acknowledged. Advances in ICT hold the promise of meeting many of challenges of HRM, such as attracting, retaining and motivating employee, and meeting the demands for a more strategic HR functions.

The main purpose of this study was to critically evaluate how higher learning institutions in Tanzania are effectively and strategically utilizing the available potentials provided by computerized human resource management systems.

The case study approach was used where two higher learning institutions in Tanzania MS-TCDC and IAA were selected as case studies to carry out the research. A sample of 25 employees was carefully selected based on their knowledge of HRM and computerized information systems. Data were collected using a semi-structured questionnaire/interview guide, observation and reading previous reports.

It was found out that the level of computerization of HRMS in the higher learning institutions is still at a very low level. Even where partial computerization of the HRMS has been implemented but still the system is not full, effectively and strategically used. Mainly the data processing modules of the system were well utilized but the system modules designed for strategic management of HR are either underutilized or completely unused.

