The effect of implementing technology in HRM on the level of Employee motivation

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Abstract

Organizations are facing more challenges than they ever did due to the rapid, dynamic growth of e-business which has lead companies to seek greater opportunities to run HR operations more effectively by implementing technology in the Human Resource department. Nowadays top leaders fully realize the power of information technology (IT) tools for reaching business targets. Therefore the purpose of this paper is to evaluate the present and emerging concepts of the Electronic Human Resource Management in the Lebanese organizations and study how it shapes employees values, perceptions, and behavior. The aim of this paper is to examine the successful factors that influence the effectiveness of human resource (HR) dashboards and the antecedents which motivate employees to use them, and to see the impact and outcomes that technology has on the level of employee's motivation.

A survey was carried out; many techniques were used to examine the impact of implementing technology on employee's motivation, such as the descriptive statistics, hypothesis t-test, Pearson correlation and factor analysis. The paper results suggested a strong influence of perceived ease of use of electronic human resource management on the employee's attitudes of using e-HRM. The paper revealed that perceived ease of use is more important than perceived usefulness; it is the main predictor of the attitude towards implementing electronic human resource management.

We have examined research done on executive information systems (EIS) and have developed models of the factors which lead to HR electronic use and success. The following paper gives a brief overview about possibilities of IT usage in HR field for measuring and tracking human capital and using the HR information system generally in Lebanese firms focusing on motivational factors.

Key words: Information Technology, Human Resources management, E-HRM, Development, Effectiveness, Motivation.