

Management Information System Design on Human Resource Management of Kampala International University: Design and Implementation.

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The study designed, developed, implemented and determined the effectiveness of the human resource management of KIU, identifies the profile of the respondents in terms of age, gender, and highest educational attainments, number of years in present position and designation, Assessed the existing human resource management systems(EHRMS) at KIU in terms of usability and applicability by academic and non academic staffs, established significant difference in the level of assessment on the EHRMS, between the male and female users, distinguished significant differences in the perceived characteristics of a designed and implemented HRMIS, determined assessment of the users on the Designed human resource management information system (DHRMIS), established significant difference in the level of assessment of the Designed human resource management information system (DHRMIS) between male and female users , distinguished significant difference in the assessment before and after the implementation of the Human resource management information system (HRMIS).
Quasi-experimental method was applied Utilizing Sloven's formula and the sample size of 350 and Purposive sampling technique was employed; data were collected from KIU's 360 academic staffs, 198 non academic staffs, 177 administrators and 5 users of HRMS. Data were analyzed using descriptive statistics and inferential statistics.
The EHRMIS was perceived as being poor (1.85) which implied that there was a room for improvement. Since the Academic; non academic and administrative Staff do not directly interact with the system, their perception did not differ from that of the Users
The Designed system was evaluated as satisfactory (2.86) as compared to (2.84) a significant change in the HRMIS.
The study recommends that, the KIU management requires to put in place new software for DHRMIS to facilitate HR department to effectively manage human resource information and records.

1.Introduction

Human Resource Management Information System (HRMIS) is a concept concerning the utilization of Information Technology (IT) development and characteristics for effective managing of the Human Resource (HR) functions and applications. HRMIS is a systematic procedure for collecting, storing, maintaining, and recovering data required by the organizations about their human resources (HR) personnel activities and organizational characteristics (Kovach *et al.,* 2002). Kovach and Cathcart (1999) argue that HRIS vary among organizations in relation to their size and functions; they can be informal as the payroll records and time cardsin a small organization
In the context of Kampala International University, HRMIS and the types of IT and their practitioners use have largely been a concern. Human resource department use filling system to manage all human resource activities, while office applications are used in handling all their work for example, the HR department use Microsoft word to process word documents, Microsoft Excel to prepare staff payments, without any centralized system that can be used to handle all records and other related activities, the existing system does not allow KIU employees to interact with HR department online by the help of the world wide Web. Because of these factors mentioned, the application of HRIS in Kampala International University confronts many challenges as it is applied recently such as lack efficient and effective delivery of services to the employees and total lack of employee and HR department interaction within the system. Thus this study will bridge the gap by designing and developing a human resource management information system for KIU (Human Resource 2010) Kampala International University.

1.2 Review of related literature

A Management information system is not just a technical artifact but a conception referring to a collection of interdependent components such as human beings (including their actions and behavior), organizational structures, work procedures, communication lines, computers, databases, and so on (Laudon, & Laudon,. 2010). Being an organizational system and an organisation being a social system, an information system cannot completely be formalized. We all know that, for example, the flow of communication between two human beings does not only depend on the communication line or technical interface they share but also on the degree of sympathy and respect they pay to each other. Any attempt to formalize (and thus determine) this part of their

communication has to fail since it would affect the fundamental human attitude of behaving autonomously and being constrained only by personal responsibilities.
On the other view (O'Brien, 2008) asserts that the most characteristic aspect of the Actor- model is the interaction. The model precisely, examines the role of the various actors in it, the nature of the information they act upon, what they exchange when interacting and what characterizes the systems assisting in acquiring and disseminating information. A quick reaction to these aspects is: that action is undertaken on the basis of some special knowledge - called information; that the latter is shared out by a special process of interaction - called communication; in the course of which (often symbolic) messages are exchanged - called sign carriers or representations, and that the set-up of the world under consideration and its information providing arrangements may be viewed as displaying a special form of cohesion - called system

1.3 **HUMAN RESORCE MANAGEMENT INFORMATION SYSTEM**

Human Resource Information System (HRIS**)**, is the systems and processes at the intersection between human resource management (HRM) and information technology. It merges as a discipline and in particular it's basic HR activities and processes with the Information technology field such as financial software, Human resource software. Reh et al (2007)
Susan. (2009), defines Human Resources Information System, as a system that lets you keep track of all your employees and information about them. It is usually done in a database or, more often, in a series of inter-related databases, he further states that, human resource information system (HRIS) is a systematic procedure for gathering, storing, maintaining, retrieving, and revising human resource data

1.4 Null Hypotheses

There is no significant difference in the level of assessment of the designed and implemented management information system between male and female users.

There is no significant difference in the level of assessment of system by the users before and after

1.5 Methodology

The quasi-experimental method was uti lizlised especially before and after design or pretest (assessment of the existing human resource system) post test design (after the implementation of the proposed human resource management information system (DHRMIS). The quasi- experimental is one where the treatment variable is manipulated but the groups are not equated prior to manipulation of the independent variable. The quasi-experimental method has three distinct characteristics namely, manipulation, randomization, natural setting and single test group (experimental group) or area hence no control group is needed (Kothari, 2004). However this study went ahead to carry out filed experiment in Kampala International University as the area of the study so that features of the experimental design are explored under the normal working situations.

1.6 Findings

Demographic Characteristics of the Academic and Administrative staff

N=180

	Frequency	**Percentage (%)**
Age		
20-39 (Early adulthood)	223	63.7
40-59 (Middle adulthood)	126	36.0
60 and above (Late adulthood)	1	3
Total	350	100
Gender		
Male	224	64
Female	126	36
Total	104	100
Highest Educational Qualifications		
Certificate	23	6.6
Diploma		
Bachelors	111	31.7
Masters	205	58.6
PhD	11	3.1
Total	104	100
Number of Years working in KIU		
1	11	3.1
2	100	28.6
3	122	34.9
4	37	10.6
5	26	7.4
6	42	12.0
7 and above	12	3.4
Total	104	100
Marital Status		
Single	144	41.1
Married	206	58.9
Total	350	100
Designation		
Laboratory attendant	49	14.0
lecturer	157	44.9
Head of department	65	18.6
administrator	65	18.6
Teaching Assistant	10	6.4
Total	104	100

Table 3A shows majority of the academic and administrative as male (64%), most of who have master's degree 58.6%) and fall under the age bracket of early adulthood (63.7%). It also suggests that most academic and administrative staff are married (58.9%) and have worked for KIU for three (34.9) and two years (28.6). The

table further suggests that majority of academic and administrative staffs are of Ugandan origin (72.4) most of who are at the level of lecturer (44.9).

The results in Table 3A where majority of the respondents were male was attributed to the general tendency of their female counterparts to take up junior positions; still, most people struggle to have a Masters degree because a bachelors is considered 'cheap' and PhD is quite expensive.

1.7 Summary On Level of Assessment Human Resource System

Indicator	**Mean**	**Interpretation**	**Rank**
users			
Utilizability	2.83	Satisfactory	1
Applicability	2.78	Satisfactory	2
Academic, non academic & administrative staff			
Utilizability	1.90	Poor	3
Applicability	2.96	Satisfactory	4
General Mean	2.84	Satisfactory	5

1.8 Summary On Characteristics of the Existing Human Resource Management Information System

Indicators	**Mean**	**Interpretation**	**Rank**
Utilizability	1.90	Poor	1
Applicability	2.84	Satisfactory	3
Total mean	2.37	Satisfactory	

1.9 Summary On Level of Assessment of the Designed Human Resource Management Information System

Indicator	**Mean**	**Interpretation**	**Rank**
Utilizability	**2.78**	**Satisfactory**	1
Applicability	3.60	Very satisfactory	2
Total mean	**2.86**	**Satisfactory**	3

Significant Difference in the Level of Assessment on the Human Resource Management Information System
10 Designed Human Resource (DHRMIS) between Male and Female Users

Variables	Gender	Mean	t-value	Sig Value	Interpretation of Difference	Decision on Ho
Utilizability	male	1.8682	-1.406	0.161	Significant difference	Rejected
	female	1.9647				
Applicability	male	2.4812	1.147	0.252	Significant difference	Rejected
	female	2.3857				

10.1 Significant Difference In The Level Of Assessment Of The Proposed Human Resource Management System Before And After The Implementation Of The System By The Users

Category	Mean	Computed t-value	Computed Sig value	Mean std Dev	Interpretation of Difference	Decision on Ho
Level of Assessment On HRMIS		11.23	0.45	0.11	Significant difference	Rejected
Before						
After						

11 SYSTEM DESIGN AND IMPLEMENTATIONS

The proposed system was web based; it was designed with **Object-oriented analysis and design** (OOAD) is a software engineering approach that models a system as a group of interacting objects. Each object represents some entity of interest in the system being modeled, and is characterized by its class, its state (data elements), and its behavior.

12 CONCLUSION

The existing Human Resource management system was perceived as being poor which implied that a room of improvement suffices. Since the Academic; non academic and administrative Staff don't directly interact with the system, their perception does not differ from the Users, further suggesting more effort to be invested in improving the existing human resource management information system.

13 RECOMMENDATIONS

Based on the findings of the study, the following are recommended

Kampala international university management should adopt and implement the newly developed system, for effective and efficient human resource performance, this will further allow centralized record management systems for the employees at KIU.

Human resource management information system will be easily utilized and accessed by different users, since this system will be Web base, controlling all employees of KIU branch within the main campus in the university Database, the new systems will allow all employees will track their records at any time they want

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