

**ASSESSING THE READINESS OF ACADEMIC STAFF IN THE  
APPLICATION OF A HUMAN RESOURCE INFORMATION SYSTEM  
FRAMEWORK FOR PERFORMANCE EVALUATION: A CASE  
STUDY OF KIU KAMPALA CAMPUS.**

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## ABSTRACT

In this study, the readiness of academic staff on the application of a dynamic human resource information system (HRIS) framework for addressing the challenge of static performance evaluation of staff members done by the human resource department of KIU is assessed. The technology organization environment (TOE) theory was employed to investigate the factors for evaluating the performance of KIU academic staff and examining the role of a dynamic HRIS in performance evaluation.

This dynamic HRIS assessment is as a result of the achieved objectives of investigating the factors (TOE framework) for evaluating the performance of academic staff and examining the role of a dynamic HRIS in performance evaluation.

The method used in achieving these objectives involved the quantitative approach with a descriptive research design and a simple random sampling method for collecting first-hand data through the use of questionnaires. The descriptive research design involved the use of statistical tools like the mean and standard deviations.

The findings from this study showed that ICT skills and absence of organizational competition among are the highest TOE factors respectively that affect the effective application and usage of the HRIS when adopted with a mean value of 3.88 and standard deviation, 0.90 respectively.

While a mean value of 3.88 and standard deviation 0.90 of the respondents agreed that allowing easy and faster evaluation of individual staff was the main performance factor that affects the application of a dynamic system for performance evaluation.

According to the sixth and final section, the study revealed that majority (mean=3.88, Std=0.95) of the respondents agreed that the frequency of article publications in journals was the main general requirement to consider in evaluating academic staff members in using the dynamic human resource information system. This is why the number of academic awards received was the least perception of the academic staff on the use of academic management information system (mean=3.38, Std=0.96).

The study concluded with strong recommendations for scholars' future research and the management and KIU policy makers to put into consideration, the factors that have been found to have great effect on the assesment of the dynamic HRIS framework.