

University Of Science and Technology
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**Impact of Management Information Systems on Performance of
Human Resources Management**

(Case study /University of Science and Technology)

(During the period from 2010-2015)

**A Research Submitted for Master Degree in Business
Administration**

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Abstract

The aims of the study to identify management information system which used in human resources management at University of Science and Technology to know the difficulties which face those systems and their validity to the supply of information with accuracy in the right time. To know to some extent ; the supply of data and information for minor management in the preparation of plans, policies, programs for selection, employment , evaluation, training and development , salaries , wages and incentives.

The hypotheses of the study , there is a statistical relationship between the implementation of management information system and the performance of human resources management at university of science and technology. There is a statistical relationship between the effect of management information system on the employees and human resources management.

The research arrives at some findings and the most important one 39.6% of people who answers the questionnaire said that's there is not a good information system for human resources management which attract the sight of people on the importance of designing a good information system for human resources management . answered the analysis showed that's there's a statistical relationship between the effect of management information system on employees and human resources management , and also there is a statistical relationship between the implementation of management information system and the performance of human resources management . Moreover the analysis system showed that the majority of peoples who have been asked disagreed with the policy of salaries at university by saying that it's unfair policy.

The majority of people who have been asked in this study disagreed , they say that there's no competence in preparing salaries and disagreed with on there is relationship between employees evaluation and the fair of promotion and bonuses policy. And the majority of them said that there is not training programs in their jobs. Moreover , there is no a good system for employees promotion.

All the findings showed that the use of information system is important . if there is no use for information system it will affect negatively on human resources management and the employees in the organization.

The recommendations of the study to design and implement a good information system for human resources at university of science and technology and to develop and expand human resources department at university in order to promote and develop human resources at university.

المستخلص

تتمثل أهداف هذه الدراسة في التعرف على نظم المعلومات الادارية المستخدمة فى إدارة الموارد البشرية فى جامعة العلوم والتقانة ، و معرفة الصعوبات التى تواجهها تلك الانظمة ومدى توفير المعلومات المناسبة بدقة وفى الوقت المناسب كذلك معرفة الى أى مدى تتوفر البيانات والمعلومات للادارة للمساعدة فى إعداد الخطط والسياسات والبرامج للاختيار والتعيين والتقييم والتدريب والتطوير والرواتب والأجور والحوافز .

وضعت فرضيتان هما:-

- هناك علاقة ذات دلالة احصائية بين تطبيق نظم المعلومات الادارية واداء ادارة الموارد البشرية بجامعة العلوم والتقانة
- هناك علاقة ذات دلالة احصائية بين تاثير نظم المعلومات الادارية على الموظفين وادارة الموارد البشرية فى جامعة العلوم والتقانة توصل البحث الى عدد من النتائج من اهمها أن 39.6% من المبحوثين يرون انه لا يوجد نظام معلومات جيد لادارة الموارد البشرية ممايلفت الانتظار الى ضرورة العمل على تصميم نظام معلومات جيد لادارة الموارد البشرية.

كذلك اظهرت عملية التحليل ان هناك علاقة ذات دلالة احصائية بين تاثير نظم المعلومات الادارية على الموظفين وإدارة الموارد البشرية ، كما اظهرت عملية التحليل ان هناك علاقة ذات دلالة احصائية بين تطبيق نظم المعلومات الادارية واداء ادارة الموارد البشرية ، واطهرت ايضاً عملية التحليل ان غالبية افراد العينة لايوافقون على ان سياسة الاجور عادلة فى الجامعة، وغالبية افراد العينة لايوافقون على وجود كفاءة فى إعداد الاجور وغالبية افراد العينة لايوافقون على ان هناك علاقة بين معلومات تقييم الموظف وعدالة سياسات الترقيات والعلاوات ، وغالبية افراد العينة لايوافقون على انهم يخضعون لدورات تدريبية فى مجال وظيفتهم ، وايضاً غالبية افراد العينة لايوافقون على وجود نظام جيد لترقيات الموظفين.

كل هذه النتائج المذكورة أعلاه تدل على ان عدم استخدام نظام معلومات فى ادارة الموارد البشرية له اثار سلبية عديدة على الموظفين وعلى المؤسسة .

وانبثقت من النتائج عدد من التوصيات اهمها تصميم وتطبيق نظام معلومات جيد لادارة الموارد البشرية فى جامعة العلوم والتقانة و تطوير وتوسعة قسم ادارة الموارد البشرية بالجامعة حتى يؤدى ذلك الى تطوير وتنمية الموارد البشرية فى الجامعة .

Introduction:

- A Management information system (MIS) provides information which is needed to manage organizations efficiently and effectively.

Management information systems involve three primary resources: -

- People
 - Technology
 - Information.
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- Management Information System (MIS) refers broadly to a computer-based system that provides managers with the tools for organizing, evaluating and efficiently running their departments. In order to provide past, present and prediction information, an MIS can include software that helps in decision making, data resources such as databases, hardware resources of a system, decision support systems, people management and project management applications, and any computerized processes that enable the department to run efficiently . Within companies and large organizations, the department responsible for computer systems is sometimes called the MIS department. Other names for MIS include IS (Information Services) and IT (Information Technology).
 - MIS plays very vital role in the management, administration and operation of the organization.
 - The system ensures that an appropriate data is collected from various sources, processed and sent further to all the needy destinations.

- Human Resource Management is the study of activities regarding people working in an organization. It is a managerial function that
- Tries to match an organization's needs to the skills and abilities of its employees.
- Human Resources Management (HRM) is a management function concerned with hiring, motivating and maintaining people in an organization. It focuses on people in organizations.
- Human Resource Management is designing management systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals.

Problem of the study:

The organizations face some problems which concern the establishment of management information system. It supplies data and process it so , the data will be useful and validation for the use in decision – making and planning .

Moreover, it may face the organization a problem in required information or its quality or the time for obtaining it which affects negatively on the quality of making decisions.

Research Hypotheses:

- There is a statistically significant relationship between the application of management information systems and the performance of human resources management.

There is a statistically significant relationship between the impact of management information systems on the staff and the human resources management.