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Factors Influencing the Successful Adoption of Human Resource Information System: The Content of Aqaba Special Economic Zone Authority

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ABSTRACT

This study examines the key factors that have impact on the successful adoption of Human Resource Information System (HRIS) within the Aqaba Special Economic Zone Authority (ASEZA)/Jordan. In order to accomplish the purpose of the study four critical factors are inquired. So, four critical factors are inquired: First, TAM Model (Perceived Ease of Use (PEOU) and Perceived Usefulness (PU)). Second, Information Technology Infrastructure (ITI). Third, Top Management Support (TMS). Finally, Individual Experience with Computer (IEC). The research model was applied to collect data from the questionnaires answered by 45 users of HRIS as a source of primary data, based on a convenience sample the response rate was about 91%. In addition, the results were analyzed by utilizing the Statistical Package for Social Software (SPSS). Furthermore, the findings were analyzed; multiple Regression analysis indicated that all research variables have significant relationship on successful adoption of HRIS. The findings indicated IT infrastructures have a positive and significant effect on the successful adoption of HRIS. But there is no significant of PU, PEOU, TMS, and IEC on the successful adoption of HRIS. Finally, the results indicated that no significant statistical differences of demographic characteristics on HRIS adoption. Depending on the research' s findings; the researchers proposed a set of recommendations for better adoption of HRIS in SEZA.

KEYWORDS

Human Resource Information System (HRIS); Aqaba Special Economic Zone Authority (ASEZA); Perceived Usefulness (PU); Information Technology Infrastructure (ITI); Top Management Support (TMS) and Individual Experience with Computer (IEC)

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