The Evaluation of Domestic Human Resource Information System Applications

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ABSTRACT

The purpose of this study is to look into the human resource information systems(HRIS) used in Taiwan from different aspects. The questionnaires are mailed to 300 personnel officers drawn from the largest 1000 manufacturers, 500 service industry and 100 financial companies. The following findings are based on the seventy returned questionnaires.: (1) The positive attitudes of the CEO have a strong impact on the application of HRIS. (2) It is found that COBOL Dbase and Oracle are the three major tools for HRIS development. (3) The HRIS are regularly used in the EDP and MIS levels while less used in the DSS level. (4) The expenses on the hardware and the software mostly are either below NT$100,000 or over NT$500,000. The maintenance costs are mostly under NT$100,000. (5) The HRIS users show the higher satisfaction with the operations on the EDP and MIS levels but not on the DSS level. (6) The higher satisfaction on the application of EDP and MIS felt by the personnel officers, the more qualitative gains are obtained. Only the EDP application shows the tangible gain(ex. cost reduction...). Keywords: evaluation of HRIS.

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