

# The Effectiveness of a Technical Approach to Human Resource Management (Field study in General Electricity Company Mosul)

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The current research aims to design an information system for the management of human resources in the General Electricity Company in order to serve the contemporary trends of the organisation as part of its endeavour to overcome repetitive cases and simplify the procedures whilst taking into account the cases of mutual interaction between the functions so that the output of each job is an input to the other function. This is in addition to the possibility of bypassing the routine operations associated with the performance of each job so that the work is consistent with the directions of the staff, without delay or creating obstacles. A number of conclusions have been reached. Create an opportunity to recognise the state of readiness in the performance of human resources functions. The most important recommendations are : The need to inform the scientific and administrative departments of the nature of the benefits inspired by the design of the information system of human resources. This enables these departments to have a full vision of everything that the system achieves because it has a vivid embodiment of the status of human resources management through its functions, including application within the electronic space.

**Key words:** *Technical Approach, Human Resource Management*

## Introduction

Once the information and communication revolution swept the world, organisations in the world began to introduce various information and communication technologies, and establish

and develop information systems and other advanced information systems to improve performance, productivity and organisational success. This occurs especially in those organisations that are facing serious environmental challenges such as globalization, competition and large markets. We find that many other organisations lag behind this cultural curve and giant revolution and for many reasons continue to neglect to give importance to investment and the use of information technology, machinery information and information systems.

This has led to a large gap in knowledge management work that has further led to the lack of systematic success required.

The current research addresses an important problem with one of the important MIS systems, the Human Resources Information System (HRIS), which is important in organisations today as a whole because it provides important information on human resources and human resources management functions.

Topics addressed in the following research:

**First:** Research Methodology

**Second:** The theoretical part of the research

**Third:** The field of research

**Fourth:** Conclusions and Recommendations.

### **First: Research Methodology**

#### ***The Research Methodology Is***

Successful business organisations seek to take advantage of the information and communication technologies provided by the modern era to achieve the many competitive advantages they provide, including human resources information systems in particular. However, some organisations still have limited access to these technologies and knowledge of benefits. The design of a human resources information system, which in turn contributes to the collection, processing, updating, storage and retrieval of data and information on the human resource and the provision of accurate information on the needs of the organisation has become indispensable for any organisation providing human resources management. The organisation's management is generally informed of all matters relating to the organisation's human resources.

Studies have shown the need to design human resources information systems in a way that suits the nature of the organisation and the needs of its beneficiaries. The lack of suitability of the system specifications for the needs of its beneficiaries is one of the main reasons for its failure.

This is a problem for business organisations that lack knowledge of the basic requirements of the HRIS design that fits those needs.

The following questions may contribute to clarifying the problem of research:

1. What is the current HR system information in Nineveh electricity distribution Directorate and can a new calculated system be designed?
2. Do these organisations have the necessary infrastructure to design and manage the system?
3. Do organisations recognise the effective role of the computerised human resources information system? How well do they adopt it?

## **Second: The Importance of Research**

### *The Importance of Research in the Following Areas*

1. The design of the Human Resources Information System (HRIS) in organisations based on the real needs of beneficiaries will increase the effectiveness of the system in providing those needs, thereby contributing to the overall improvement of the Organisation's performance.
2. Research on the adoption and presentation of the topic is of vital importance to organisations. It demonstrates the growing importance of the human resources information system in contemporary business organisations and the essential role it can be played in obtaining accurate information about the human resource.
3. The proposed design supports the direction of organisations in improving the performance of tasks, completing work and solving problems related to the human resource.

## **Third: Research Objectives**

1. To recognise the concept and importance of human resources information system and its most important components and elements
2. To clarify the played role of the modern human resources information system and the extent to which it contributes to meeting the real information needs of the beneficiaries.
3. To keep pace with modern technological progress and the investment of modern technologies to achieve the objectives of the organisations that seek to reach them.

## **Fourth: The Hypothesis of Research**

First hypothesis: In some organisations, there is a need to design HRIS

The second hypothesis: The proposed system is an appropriate gateway to address all human resources problems of organisations.



The third hypothesis: The proposed system is an appropriate gateway to address all human resources problems of organisations.

Finally, the analytical descriptive approach is adopted as a scientific method for conducting the research by constructing a theoretical and practical framework and testing hypotheses.

## **Second: The Theoretical Framework of the Research**

### ***The Concept of Human Information System***

Intellectual and philosophical concepts differ on the definition of a clear and precise concept that could be agreed upon by different thinkers and researchers. However, this variation and diversity in concepts is not based on the true content of the HRIS system and w limited to the formal aspects of the concept.

Therefore, this table (1) refers to the concept of human resources information system according to the views of researchers.

**Table 1:** shows that there are signs of agreement between the theses of the most prominent researchers

Nu.	Researcher's name	Year	Page	Concept
1	Noe& others	1994	70	A set of small and large software and computers used for data entry, maintenance and updating, and the use of human resources information to provide users and employees in various fields to assist in strategic decision-making, avoidance of legal disputes, evaluate policies and practices, and support the day-to-day operations of the organisation
2	Laudon	2002	41	Systems designed to deal with the activities of human resources management from attracting, trusting, training and evaluating management in order to raise the efficiency of these activities through the processing of data resources.
3	Kenneth , jan	2004	50	It is the system that maintains the staff record and supports planning, compensation, logic and career development
4	O.Brien	2007	283	It is the system that contributes to the identification of human resources requirements in skills, educational level, and categories of jobs, and in accordance with the organisation's plans
5	Rajim, Khalid	2017	54	)Operating systems, databases) and human (users, programmers) that interact with each other to collect, analyse, store and disseminate information about individuals and support the decision making process related to human resources management in the organisation.

1. The operation of the system is affected by the external environment with many variables, as well as the impact of the system on the internal environment, which is reflected in the decision making processes of human materials.
2. The information provided by the system includes all human resources management functions such as HR planning, job analysis, job design, recruitment, payment management and performance.
3. There is an indication of the need to use the computer and the most advanced and modern technologies, including the use of the communications network linking the units or sections and sites of the organisation, which links the organisation with the relevant information parties outside the organisation.

### ***The Importance of the Human Resources Information System***

Since the Human Resources Information System (HRIS) is a subsystem of the organisation's comprehensive information system, it requires coordination and integration with previous systems, and is therefore the fundamental pillar of other systems of the organisation (Alsoiofi, 2008, p. 241)

1. The Human Resources Information System (HRMS) enables management and other departments to obtain integrated and accurate information on human resources.
2. This system can achieve good relations and mutual understanding between management and employees by providing different information on the activity of workers and the most important performance appraisal where the management becomes aware of what the workers do.
3. reveals any changes in human resources in the internal and external environment and here the Department can prepare to face those changes.

Totty (2001.2) noted that HR information helps to allocate costs as the organisation can obtain statistical reports that are important in identifying the cost and position of human resources from time to time.

According to Ngai & Wat (2006, 99), the human resources information system is used in many areas including financial planning, monitoring and analysing the absence of workers, office applications and helping to meet the requirements of the instructions and laws that assist in the planning of human resources (Hammoud, needs a date.) The Human Resources Information System (HRIS) has effectively contributed to many of the activities undertaken by HRM:

1. Records and management: The use of computers in the field of records has resulted in saving time and effort while achieving objectivity, in addition to increasing follow-up and control, and the possibility of the reduction of dealing with manual and paperwork, accuracy in completion, reporting and the use of administrative decisions at the right time and place.

2. Selection and appointment: The proper use of the computer in the selection and recruitment sections of human resources management makes it possible to retain and retrieve information on personnel recruited for posts at a speed in line with the requirements of the actual manpower requirement and will contribute to substantive comparisons with Qualified for appointment and then make the appropriate objective decision in line with the information and accuracy about the candidates, in addition to the speed of decision-making.

3. Management of Salaries and Wages: The use of computers in human resources management and in the field of wages, salaries and bonuses has achieved the following advantages:

- (A) -To increase accuracy and speed when preparing lists of wages and salaries and bonuses and disbursement at the appropriate times for those who deserve it.
- (B) -To contribute towards making quick decisions on allowances, bonuses and entitlements to the workforce in the organisation. The possibility of making appropriate comparisons between the various wages and salaries achieved for all employees of the organisation
- (C) To provide facilities for the required deductions internally and externally.
- (D) To facilitate the accounting analysis necessary for wages and salaries and to detect errors and deviations as quickly and accurately as possible in order to take corrective action.

4. Training and rehabilitation programs: The use of computers in information systems related to workers to facilitate the identification of skills and rehabilitation and in the preparation of the training needs of working personnel including the distribution of appropriate jobs according to ability, competence and scientific qualifications.

5. Evaluation of the performance of employees: The computer contributed to the preparation for the means of evaluating the performance of employees objectively and accurately, in addition to use in the areas of retirement, security and development and other activities in which the computer has become the best means of achieving the objectives of the organisation more efficiently and effectively.

### ***Objectives of the Human Information System 2-3***

The main objective of HRMS is to manage all users with the necessary information they need to make sound decisions to achieve the objectives pursued by the organisation.

Rajm, Khaled (2017, p. 67) points out that the most important goals are:

Preparation of the organisation's competitive plans and strategies.

1. Forecasting and analysing human resource needs
2. Planning career paths and paths of promotion
4. Preparing reports on the management of the human resource
5. Strengthening the daily activities of human resources management such as recording work hours and absences.

***(Al-Bakri, 1997: 33) , (Ghorab, Hijazi, 1999: 44) agree on a number of objectives, the most important of which are:***

1. Monitoring and following-up: One of the functions of the information system is to collect data for all activities within the organisation, which necessitates monitoring the details of the activities within the organisation. This shows the importance of continuous monitoring of all the inputs and outputs of the organisation system in order to identify deviations and deficiencies and attempt to address them to achieve more efficiency in the process of decision making (D

M). The control lies in comparing the size and nature of information to be accessed with which is obtained and the extent of its contribution to achieving the objectives of the organisation.

2. Coordination and communication: The characteristics of the information system integration and coordination of efforts between the various subsystems. Coordination is one of the most important functions of the information system and is working to connect all levels of the organisation both vertically and horizontally and also must include coordinated communication between different functions. For example, the production function needs to do its best to communicate and coordinate with the marketing, supply and finance function to obtain information on market demand, cost, price level, the availability of raw materials, and the organisation's ability to supply.

1. Collecting information about all functions in the organisation.
2. Providing data and information.
3. To provide the necessary data and information.
4. Providing data and information.
5. Maintain all.

### ***Human Resources Information System Based on computer***

Its features, components and computerization

The Human Resources Information System (HRIS) is an integrated approach to the provision, storage, analysis and control of information flow in the organisation. The basic function is to provide unique information through data processing, so it consists of important elements that work through components of its functional sub-systems.

### **According to the Theory of Systems, the Human Resources Information System Can be fragmented into Key Elements**

#### **A. Human Resources Information System Inputs:**

These include data inputs, the raw material used to generate information, which are facts and descriptions describing specific events, but does not provide the sufficient indicator in its content that enables decision makers to make a decision about the situation in question, only after it is addressed. These data consist of job data, personal data, and other data. (Hainan, 1989, p. 240).

#### **B. Processes in the Human Resources Information System:**

The Human Resources Information System provides the appropriate ground for data conversion to information useful for decision-makers, including data filtering, archiving,





indexing, and gives a presentation to beneficiaries in the form of information reports about individuals for internal and external use by the organisation (Walker, 1980, p. 13).

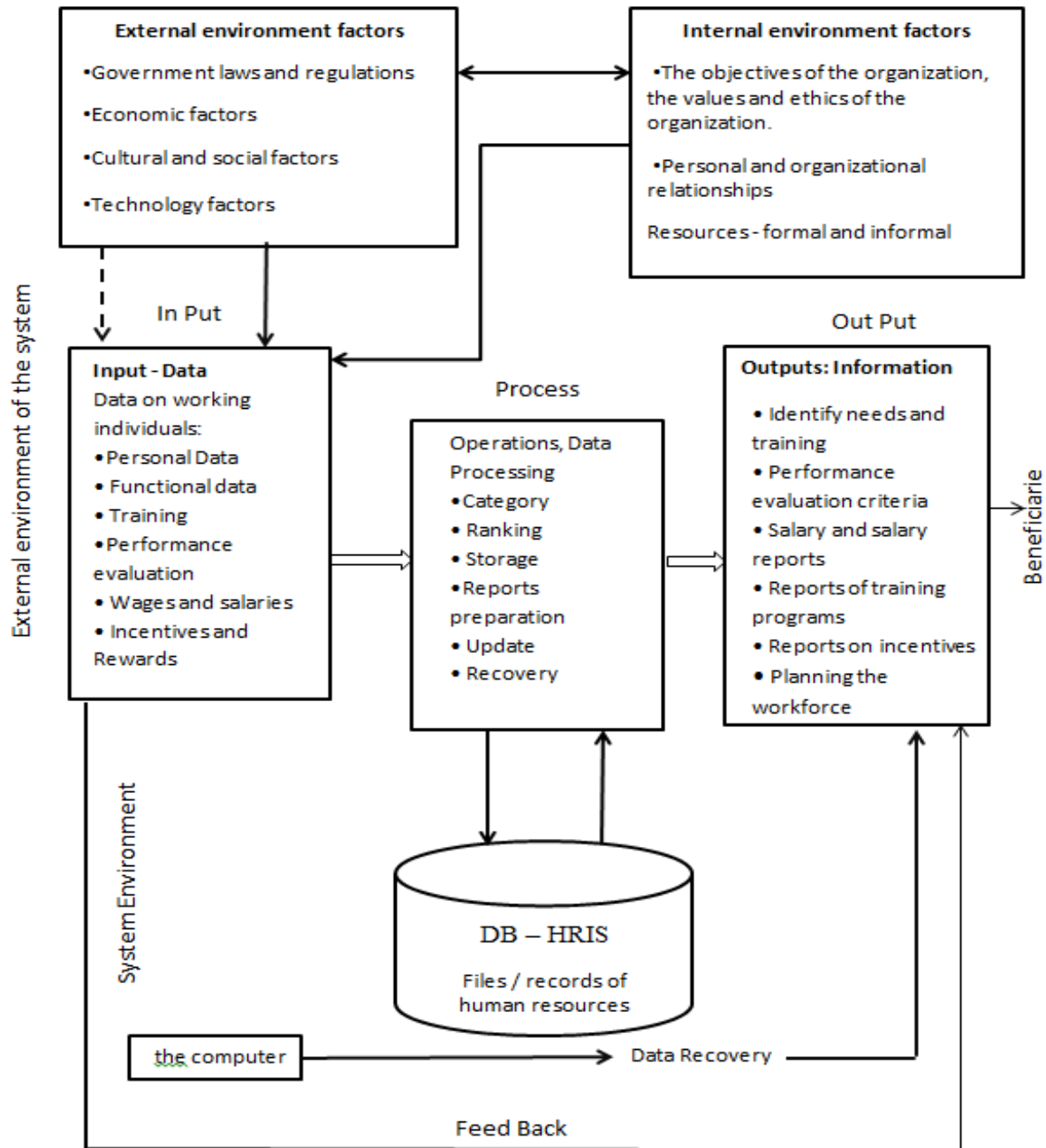
C. Human Resources Information System (HRIS) outputs:

The Human Resources Information System is information prepared in a variety of forms such as reports, charts and graphs, noting the outputs relating to various aspects of the organisation or its external environment. Examples of these outputs include: Methods of information about wage systems, follow-up of their development, methods of rewards and incentives, Training programs and evaluation methods for staff performance and other outputs (Al-nosor, 2002, p. 53).

D. Feedback:

This process ensures that the human resources information system is realised in terms of the specific objectives of providing information to decision-makers as well as identifying, diagnosing, and causing deviations. Figure (1) illustrates an interactive model of human resources information system components.

**Figure 1:** Interactive model of human resources information system components



□

Role of HR Information Systems in Redesigning Jobs

Yasin refers to information of the outcome of the system's work as data that has been addressed by any means to meet the needs of beneficiaries (Yassin, 2009, 1200).

### ***Key components HR Information System***

They are components that work together to process data, store information, retrieve and communicate it to beneficiaries, and are represented in important systems:

#### **A. Data Base**

The database system is an important component of the Human Resources Information System because it is necessary for size, time, accuracy, cost, safety, confidentiality, prevention of duplication and other requirements. The organisation is required to store its accumulated information for subsequent use (Al-Tai, 2003, p. 36). The definition of a database is an organised package of logically interconnected files (Yasin, 2009, p. 130). The construction of a real, accurate and accurate database represents the first pillar of this system. This represents a large body of information that requires an appropriate structure to link files and records of \ human resources to logical and physical relationships that determine the form of storage at the base.

Based on the above, the database can be defined as a set of files that organise information that is encoded and stored electronically and which is used systematically in the system processes of the organisation (Al-Tai, 2000, 17.)

It is also known as a set of interconnected and organized files that improves the access of an organisation's application systems to information and minimizes replication (al-Bayati, 1992, p. 15).

The database includes many files, which \ contain information about individuals working in the organisation.

#### **B. Communication system**

The communication system is one of the key components of the Human Resources Information System (HRIS), which transfers data from its own personnel source to the Human Resources Information System (HRIS) to address useful information and then transmit this information to the beneficiaries for decision-making purposes (Werther & Davis, 1985, 130).

The communication system can be defined as a system that conducts exchanges of ideas, opinions, instructions, data and information performed in a personal or impersonal manner by using codes and guidelines to achieve the goals of the organisation (al-Tai, 2000, 70).

#### C - Feedback system:

It is assumed that the accuracy and reliability of the information retrieved from the system must be reviewed and checked before entering data to be correct (Al-Noosor, 2000, 50). So it needs to define the method of feedback, the language of inquiry, the authorised bodies that use it, and the retrieval tools because this represents a point of contact between the responsibility of the database system on the one hand and the departments benefiting from the information on other hand. In order to know this the following aspects are required:

1. Technical aspects of recovery
2. Technical aspects of storage and file structure
3. The information needs of users and the best way to meet them
4. Developments in retrieval techniques (Al-Tai, 2005, p. 67)

#### *Requirements for the success of human resources information systems*

In order for the human resources information system to succeed, it is necessary to have several requirements that are integrated with each other to influence the success of the system. The most important of these requirements are: (Rashid, 2001, p. 93).

**First:** The administrative requirements such as clarity of goals, effective planning, participation of key departments, taking into account the needs of beneficiaries and continuous monitoring.

#### **Second: Technical requirements are to:**

1. Provide the necessary equipment
2. Provide individuals with the skills and technical
3. Design an integrated system for maintenance and safety
4. Integrate data – files, records and documents

#### **Third: Economic requirements are to:**

1. Provide sufficient time for the process and design of the system
2. Reduce costs
3. Optimise the use of personnel working on the human resources information system
4. Provide effort in all phases of the work of the human resources information system.

**Fourth: Social requirements include:**

1. Continuous cooperation
2. Good communication
3. Providing the spirit of assistance by the designers
4. Ease of use of the outputs of the system.

**Table 1**

Value	Strongly Agreed		Agree		I do not know		Disagree		Absolutely Disagree		Mean	Std. Deviation
	Freq.	%	Freq.	%	Freq.	%	Freq.	%	Freq.	%		
X1	17	28.8	18	30.5	15	25.4	9	15.3	-	-	3.73	1.048
X2	6	10.2	10	16.9	17	28.8	16	27.1	10	16.9	2.76	1.222
X3	8	13.6	16	27.1	14	23.7	14	23.7	7	11.9	3.07	1.244
X4	13	22.0	12	20.3	11	18.6	15	25.4	8	13.6	3.12	1.378
X5	13	22.0	20	33.9	9	15.3	8	15.3	8	13.6	3.36	1.349
X6	12	20.3	17	28.8	10	16.9	16	27.1	4	6.8	3.29	1.260
X7	11	18.6	10	16.9	9	15.3	19	32.2	10	16.9	2.88	1.391
X8	11	18.6	15	25.4	10	16.9	12	20.3	11	18.6	3.05	1.407
X9	10	16.9	18	30.5	9	15.3	14	23.7	8	13.6	3.14	1.332
X10	16	27.1	13	22.0	11	18.6	11	18.6	8	13.6	3.31	1.405
X11	11	18.6	14	23.7	16	27.1	13	22.0	5	8.5	3.22	1.233
X12	8	13.6	18	28.8	16	27.1	13	22.0	5	8.5	3.17	1.177
X13	12	20.3	14	23.7	12	20.3	13	22.0	8	13.6	3.15	1.350
X14	14	23.7	17	28.8	6	10.2	15	25.4	7	11.9	3.27	1.388
X15	8	13.6	14	23.7	15	25.4	14	23.7	8	13.6	3.00	1.259
X16	12	20.3	20	33.9	15	25.4	10	16.9	2	3.4	3.51	1.104

**First: Description and Diagnosis of Study Variables**

Data from Table (1) indicated that (59.3%) of the respondents agreed that the technology ensures the trade-off between the employees for the posts. This arithmetic mean was (3.73) and the standard deviation (1.048). In contrast, (27.1) of the respondents agreed to employ the technology to establish the state of excellence among the applicants. The mean (2.76%) and standard deviation (1.222) and the variable (X3) indicate an agreement among respondents (40.7%) on counting on technology as one way to attract workers. The mean (3.07) and standard deviation (1.244) and then show the variable (X4), which affects the consolidation Technology for recruitment controls. It was found that (42.3%) of the respondents agreed on this. As for the agreement of the respondents regarding the counting of technology as a basis for promotion (X5), it was found that the mean was (3.29) and the standard deviation (1.349). The variable (X6) which holds the percentage of agreement (49.1%) of the respondents

regarding the contribution of technology in activating behavioural technologies was found to be (3.29) and the standard deviation (1.260)

As for the variable (X7), which indicated the mobilization of technologies for the self-capabilities of the workers, 3.5.5% of the respondents agreed on this.

The contribution of the variable (X8) on the role of technology in regard to employees' reactions to the new developments was agreed by (44%) , the mean arithmetic (3.05) and standard deviation (1.407.)

As for the variable (X9) which carried the meaning of technology for competitive opportunities, (47.4%) of the respondents agreed on this. The arithmetic mean was (3.14) and standard deviation (1.332). The variable (X10) that crystallizes in the counting of technology is presented as an input to the talent management of the respondents. The respondents concluded that (49.1%) of them agreed on this. The parameters of the variable (X11) in which the role of technology has influence in approving the cases of excellence among the respondents were unanimously agreed upon (42.3%) with an arithmetic mean (3.22) and a standard deviation (1.233. .)

The variable (X12), which carried the content of the role of technology in the process of cultural diversity among the respondents, has shown that (42.4%) of them agreed on the role of technology in the process of cultural diversity.

In support of this, the respondents' agreements regarding the variable (X13) indicated that technology is the most appropriate way to influence human resources capabilities. This was determined by an agreement of (44%), an arithmetic mean (3.15) and a standard deviation (1.350). Technology Contributions of Human Resources as a priority, the agreements (52.5) of the respondents indicated that the action of variable (X15) is reflected in the respondents, which carried the meaning of supplying the technology of human resources with ideas. On the other hand, technology may emerge as a stronger player in the field of human resources to the extent that (54.2%) of the respondents agreed on this with an arithmetic mean (3.51) and a standard deviation (1.104).

The above concludes that the variables reflecting the contributions of technology in the field of human resources that were accepted to a lesser extent may be due to the different vision of respondents towards the technology as well as the level of understanding of the written questionnaire and an inherent fear of some regarding technology as a threat to their interests and positions.

## Correlations

### Second: Correlation between study variables

The data of Table (2) indicated that the two variables (X1 and X15) are correlated with some of them with a correlation coefficient of (0.97).

	X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	X11	X12	X13	X14	X15	X16
X1	1	0.67	0.42	0.12	0.10	0.59	0.42	0.91	0.86	0.00	0.20	0.35	0.61	0.90	0.92	0.51
X2	0.67	1	0.04	0.42	0.52	0.23	0.97	0.53	0.52	0.46	0.61	0.81	0.34	0.71	0.00	0.39
X3	0.42	0.04	1	0.44	0.45	0.75	0.42	0.21	0.55	0.98	0.92	0.20	0.85	0.94	0.61	0.00
X4	0.12	0.42	0.44	1	0.70	0.65	0.00	0.72	0.33	0.46	0.00	0.00	0.66	0.94	0.45	0.15
X5	0.10	0.52	0.45	0.70	1	0.22	0.34	0.24	0.39	0.00	0.51	0.48	0.11	0.79	0.44	0.17
X6	0.59	0.23	0.75	0.65	0.22	1	0.00	0.66	0.52	0.78	0.24	0.99	0.67	0.21	0.41	0.95
X7	0.42	0.97	0.42	0.00	0.34	0.00	1	0.52	0.78	0.00	0.79	0.98	0.62	0.42	0.00	0.58
X8	0.91	0.53	0.21	0.72	0.24	0.66	0.52	1	0.85	0.64	0.42	0.77	0.94	0.00	0.33	0.00
X9	0.86	0.52	0.55	0.33	0.39	0.52	0.78	0.85	1	0.81	0.33	0.39	0.95	0.99	0.66	0.93
X10	0.00	0.46	0.98	0.46	0.00	0.78	0.00	0.66	0.81	1	0.70	0.38	0.13	0.45	0.44	0.30
X11	0.20	0.61	0.92	0.00	0.51	0.24	0.79	0.42	0.39	0.70	1	0.21	0.87	0.57	0.73	0.80
X12	0.35	0.81	0.20	0.00	0.48	0.99	0.98	0.78	0.39	0.38	0.21	1	0.48	0.83	0.33	0.18
X13	0.61	0.34	0.85	0.66	0.11	0.66	0.66	0.94	0.99	0.13	0.87	0.41	1	0.81	0.21	0.97
X14	0.90	0.71	0.94	0.94	0.79	0.21	0.42	0.00	0.99	0.45	0.57	0.83	0.81	1	0.00	0.14
X15	0.92	0.00	0.66	0.45	0.44	0.44	0.00	0.33	0.66	0.44	0.73	0.33	0.21	0.00	1	0.22
X16	0.51	0.39	0.00	0.15	0.17	0.95	0.58	0.00	0.93	0.30	0.80	0.18	0.97	0.14	0.22	1

The two variables (X1, X8) correlate with a coefficient of (0.97), which indicates that the technology recognises cases of excellence among applicants to the extent of moving their own abilities. The changes (3,10,11) confirm the existence of a correlation with the average coefficient (0.95). It also indicates the role that technology has in attracting workers as well as input to the management of talent and enhancing excellence as shown in the variables (X4, X9, X14) that confirm the state of correlation with an average rate of (0.93). The variables (X5, X14) correlation with a factor of (0.79) Which marks the counting of technology as a pillar of the promotion process to the extent that it recognises the contributions of human resources. The variables (6,7,12) are shown to reflect a correlation with an average of 0.98.5, which means that technology understands behavioural aspects and d self-abilities within roles.

The variables (X8, X13, X16) are shown to reveal an average correlation coefficient (0.97), which means the role of technology in the development of reaction situations for workers on the developments to the extent to affect their abilities.

#### **Fourth. Conclusions and Suggestions**

##### ***Conclusions***

1. The results of the analysis showed that the analysis of the research variables were commendable. The results indicate that there was agreement on the data processing and storage processes but rather in the reassessment of the functions to obtain valuable information needed by the beneficiaries, especially the managers, as well as the availability of the hardware and equipment processing processes in the Resource Information System Humanity.
2. The design of the information system is influenced by human resources through, philosophy, orientations and the culture of the organisation, and the understanding of the organisation's management for the benefits that this system brings to the success of the decision making regarding human resources.
3. The design of the information system creates an opportunity to acknowledge the state of readiness in the performance of human resources.
4. The design of HR system contributes to saving time and ensuring speed in transaction performance.
5. The attention of the public company the distribution of electricity as a system that seeks to achieve the objectives in all areas, especially decisions concerning the functions of human resources.

##### ***Recommendations***

1. The necessity of naming the scientific and administrative departments and units for the nature of the benefits inspired by the design of the HR Information System, which enables them





to have a full vision of all that this system achieves, as it is a vivid embodiment of the human resources management situation through its functions within the electronic space.

2. The need for the GMO to prepare a description of all human resource functions, which includes details of job description, so that a successful system can be designed to achieve its objectives.

3. The adoption of the human resource information system design to be applied by the organisation. This well-organized system greatly helps to provide information relevant to the functional characteristics of human resource management.



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## Appendix

Northern Technical University  
College of Administrative Technology / Mosul  
Department of electronic management techniques

Mr. Responder Esteemed

In the last few years, the world has witnessed tremendous development in information and communication technology at many levels. This has had a great impact on man, his style and approach to management, and it is therefore necessary to examine the influential administrative and psychological elements of the technology. Many organisations have begun to adopt the concept of e-management around the world, whether in developed or developing countries, by presenting their information on the Internet and many of the internal transactions are done through the Intranet, and thus allowed the networks to the organisation and its customers opportunities to communicate Away from complex bureaucratic procedures. Modern information and communication technologies have changed many of the concepts and administrative principles. This is why most countries and countries have introduced these new techniques into administrative work mechanisms and rigid administrative structures, Providing services to employees.

In this sense, this form is part of the identified research requirements (Technical as Effectiveness Approach Of Human Resource Management)  
(Field study in General Electricity Company Mosul)

Your participation in presenting the true picture has a positive effect in producing this research at the required level. Therefore, we would like to thank you for choosing the answer that you think is suitable for each question. The written data are confidential and scientific .

.  
I wish you success in your work

**Sample questionnaire form**

Variables		Search metrics				
		Strongly Agreed	Agree	I do not know	Disagree	Absolutely
1	Technical believes in cases of trade-offs between workers for jobs.					
2	Employ technical to recognise cases of discrimination between applicants					
3	Technical is one way to attract employees					
4	Technical establishes recruitment controls upon selection					
5	Technical is one of the pillars to activate the upgrade process					
6	Technical contributes to the activation of behavioral technologies at work					
7	The technical moves the self-abilities of workers in the field of work					
8	Develop technical cases the reaction of the workers on the latest developments					
9	Technical creates opportunities for competition among workers seriously					
10	Technical is an introduction to the management of human talent					
11	Enhance the technical of cases of excellence among workers					



<b>12</b>	<b>Technical exercised a role in the adoption process of cultural diversity</b>					
<b>13</b>	<b>Technical is the way best suited to the impact of the capacity of human resources</b>					
<b>14</b>	<b>Put technical contributions to human resources in the scale of its priority</b>					
<b>15</b>	<b>Technical has provided human resources with ideas as well as skills</b>					
<b>16</b>	<b>Technical represents the most powerful player in the field of human resources</b>					