



Understanding Why Human Resource Function is Lagging behind in Information Technology Adoption

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Abstract

In the current Information Age the success of any department within an organization world over is centered on the extent to which it is able to adopt and adapt to new changes in Information technology (IT). Human Resource Function is one of the key departments but has been lagging behind in adoption of this Technology. This study aimed at understanding the reason for this sorry state of affair by investigating the extent to which IT policy Framework, IT Implementation, IT Literacy and IT Infrastructure determine the adoption of IT in the Human Resource function in Kenyan public universities. The study used inferential survey research design where both qualitative and quantitative techniques were employed to analyze data. Spearman's rho was used to test the null hypotheses there is no significant correlation between independent variables and dependent variable. In addition the researcher used the Ordinal Logistic Regression Analysis to model the relationship between Human Resource Function and the predictor variables. The main findings of the study are that there is a positive significant relationship between the independent variables and dependent variable. Basing on the study it was suggested that for proper adoption of IT in the HR Function within the Kenyan public universities it is important to ensure there is an IT policy that employees are aware of. Second, there is need to have a well planned and organized IT implementation procedure. Third, Management should promote and organize IT literacy skills training and finally, provide adequate IT infrastructure to facilitate IT adoption.

Keywords: IT Adoption, Kenyan Public Universities, Human Resource Function.

Introduction

Human resource function is one of the key departments in any organization that is involved in HRM activities such as Human Resource planning, Recruitment and selection, Training and Development, Performance Management and Industrial Relations among others. Studies undertaken in developed countries indicate that HR department has not been left behind in taking note of the current trends in technology. Scholars have detected trend

towards Information Technology adoption in Human Resource function and argue that though investments in IT are in top gear information tools applied to employees pale in comparison with those used in other functional areas like Marketing, Finance, etc. (Dunivan, 1991; Boudreau, 1995). This trend of lagging behind was not only noticed in the 1990's but also as recent as beyond 2000 but according to Grobler and Warnich (2006) perhaps later than many other business functions, technology has recently come into HRM in a major way.

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