

Major: HUMAN RESOURCE MANAGEMENT

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**IMPACT OF HRIS ON PERFORMANCE MANAGEMENT OF
PUBLIC SECTOR EMPLOYEE**



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DEDICATION

I dedicate this dissertation work to my parents who have been a source of inspiration and gave me strength to pursue my goal.

I dedicate this study to my late father. I wish he could still be alive today to share the happiness of achievement.

ABSTRACT

This study has focused mainly on identifying the impact of HRIS on performance management on public sector employees. This study has considered recruitment information, training information, performance appraisal information, and payroll information, as independent variables. Whereas employee performance management has been considered as the dependent variable in this study. However, this study has finalized public sector of Pakistan to testify the relationship between variables mentioned above. The major emphasis in this study has been on exploring the relationship between recruitment information, training information, performance appraisal information, and payroll information (independent variables) and employee performance management (dependent variable) in public sector of Pakistan. To prove this relationship, a survey has been conducted through a structured questionnaire regarding this literature, in which employees working in public sector of Pakistan have been requested to share their experiences by filling the questionnaires. Then, to identify the results on data gathered from the respondents, statistical instruments have been used. Some of the statistical instruments used in this study includes descriptive frequencies, reliability, correlation, regression, etc. Results derived through statistical instruments have shown that there exists a significant relationship between recruitment information, training information, performance appraisal information, and payroll information (independent variables) and employee performance management (dependent variable). Conclusively, it can be said that HRIS positively impact performance management of public sector employee.

Key Words: Human Resource Information System, Recruitment Information, Training Information, Performance Appraisal Information, Payroll Information, Performance Management, Employee Performance Management, etc.

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