

**ANALYSIS OF HUMAN RESOURCE INFORMATION SYSTEM IN STRATEGIC
HUMAN RESOURCE MANAGEMENT AT KENYA URBAN ROADS
AUTHORITY**

MARY SALOME NANG'ONI

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ABSTRACT

Human resource information systems has become a major sub function within the personnel areas of many large organizations. Information technology is expected to drive Human Resource transition from a focus on Human Resource Management to Strategic Human Resource Management. This strategic role not only adds a valuable dimension to the human resource function, but also changes the competencies that define human resource professional and practitioner success. The study aims at investigating what role if any do Human Resource Information Systems play in Strategic Human Resource Management.

Human resource information system is not new concept but it is recuperating day by day with changing environment.

HRIS also helps in the strategic activities of HR managers and more in training and development, succession planning, applicant tracking in recruitment and selection and manpower planning.

This study endeavors at foreseeing the human related faces of a Human Resources Information System at KURA. Investing in the HR function has been the least priority of the management however the technological enrichment has led HR function to its strategic role in the organization. The perception of human resource function as strategic partner has accentuated the technological advancements in the field of human resource and organizations having superior human resource information system have a competitive edge over its competitors.

A self-administered questionnaire was done at KURA Headquarters which has a population of 150 and a sample size of 45% of the target population.