

Influence of Automated Human Resource Planning System On The Performance Of Oil And Gas Companies In Kenya: A Case Of Nairobi County

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Abstract:

Organizational success depends tremendously on the performance of human resource management. Among the key to success is a solid information system infrastructure. Thus, the adoption of Human Resource Information System (HRIS) in organizations should impact on the performance. The study investigated the influence of automated human resource planning systems on performance of Oil and gas Companies in Kenya. The study used descriptive research design. The target population was 150 employees. The human resource manager, employee relations manager, administrative officer, training and development officer, payroll officer together with the assisting officer for each was targeted. A sample size of 60 respondents was purposively selected. A questionnaire was used for data collection. Descriptive and Inferential statistics were used. Pearson's Coefficient Correlation analysis was used to examine the type and extent of the relationships. The study revealed that a vast majority mentioned that their companies had automated HR planning system. The study recommended that Oil and gas companies should have an established and properly managed human resource planning system that is relevant to the objectives of the company to enable it achieve all the firm performance indicators such as market share, profitability and higher growth rates.

Keywords:

Human resource information system, HR planning, Performance appraisal, Recruitment and selection, Training and development

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