THE EFFECTIVENESS OF E-HRM PRACTICES TOWARDS EMPLOYEE PERFORMANCE IN PRIMARY COURTS OF SULTANATE OF OMAN

Khamis Ali Said Al Mashrafi

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UNIVERSITI SAINS ISLAM MALAYSIA

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AUTHOR DECLARATION

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

Date: 30th March 2018
Signature:
Name: Khamis Ali Said Al Mashrafi
Matric No: 4130223
Address: Sur, Sultanate of Oman
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ABSTRAK

ABSTRACT

E-HRM practices in the Primary Courts of the Sultanate of Oman is of paramount importance because of its positive impact among employees to carry out their tasks and responsibilities with professionalism, competence, effectiveness and improved performance in the workplace. The present study aims to determine the effectiveness of e-HRM practices in employee performance in the Primary Courts of the Sultanate of Oman and emphasises the importance of e-HRM practices in improving employee performance. The study framework consists of five independent variables and one dependent variable. The independent variables contain e-HRM importance, e-HRM infrastructure, main IT and infrastructure IT equipment, courts systems and courts supported transitions all of which affect employee performance. The study also identifies the role of moderation factors, i.e., gender, qualification, experience and courses that affect the relationship between e-HRM effectiveness and employee performance in the Primary Courts in the Sultanate of Oman. This study used descriptive approach which is a survey method. A survey questionnaire was used as the main instrument to collect data which comprises several scales. The questionnaire was distributed among 285 randomly selected respondents from primary courts in the Sultanate of Oman. The data are analysed using SPSS along with constructive statistic standard deviation calculations, Pearson correlation coefficients, t-Test, factor analysis and ANOVA to identify the differences between the individuals according to the demographic variables. This study used multiple regression analysis to examine the causal relationships between independent and dependent variables. Results show that the e-HRM importance and court systems were significant in employee performance. However, e-HRM infrastructure and main IT did not have a significant effect on employee performance. This study shows that the court supported transitions do not contribute to employee performance. Also, the perceptions among employees in the primary courts about the effectiveness of e-HRM practices are the same among all employees regardless of gender, qualification, experience and number of courses. The results indicate that attention to e-HRM practices can improve the performance of the employees in primary courts.
الملخص

تعتبر إدارة الموارد البشرية الإلكترونية في المحاكم الابتدائية في سلطنة عمان ذات أهمية قصوى بسبب تأثيرها الإيجابي على الموظفين القيام بمهماتهم ومسؤولياتهم من خلال القيادة المهنية والكفاءة والفعالية والأداء المحسن في مكان العمل. تهدف هذه الدراسة إلى تحديد مدى فعالية ممارسات إدارة الموارد البشرية الإلكترونية في أداء الموظفين في المحاكم الابتدائية بسلطنة عمان وتؤكد على أهمية ممارسات إدارة الموارد البشرية الإلكترونية في تحسين أداء الموظفين. يتكون إطار البحث من خمسة متغيرات مستقلة ومثير تابع واحد. تحتوي المتغيرات المستقلة على أهمية إدارة الموارد البشرية الإلكترونية والبنية التحتية لتكنولوجيا المعلومات الرئيسية لإدارة الموارد البشرية الإلكترونية، والبنية التحتية لمعدات تكنولوجيا المعلومات وأنظمة المحاكم ودعم المحاكم للانتقال إلى إدارة الموارد البشرية الإلكترونية وآداء الموظفين في المحاكم الابتدائية في سلطنة عمان. استخدمت الدراسة المنهج الوصفي، وأداة البحث الرئيسية المستخدمة في هذه الدراسة هي استبيان يشمل عدة مقاييس. تم إجراء الأستبيان بين 285 من المستجيبين الذين تم اختيارهم بشكل عشوائي من المحاكم الابتدائية في سلطنة عمان. يتم تحليل البيانات باستخدام SPSS جنبًا إلى جنب مع حسابات الاختلافات المعنوية الإحصائية، معاملات الارتباط بيرسون، t Test، ANOVA لتقييم الاختلافات بين الفئات وتفاوت المتغيرات الديموغرافية. أستخدمت هذه الدراسة تحليل التعدد لتقييم العلاقات السببية بين المتغيرات المستقلة وغير المستقلة. تشير النتائج إلى أن أهمية نظام إدارة الموارد البشرية الإلكترونية وأنظمة المحاكم كانت مهمة في أداء الموظفين، ومع ذلك، لم يكن للبنية التحتية لإدارة الموارد البشرية الإلكترونية تكنولوجيا المعلومات الرئيسية تأثير كبير على أداء الموظف. تُظهر هذه الدراسة أن دعم إدارة المحاكم للانتقال إلى إدارة الموارد البشرية الإلكترونية لا يساهم في أداء الموظف. كذلك، فإن تصورات الموظفين في المحاكم الابتدائية حول فعالية ممارسات إدارة الموارد البشرية الإلكترونية هي نفسها بين جميع الموظفين بغض النظر عن الجنس والتأهل والخبرة وعدد الدورات. تشير النتائج إلى أن الاهتمام بممارسات إدارة الموارد البشرية الإلكترونية يمكن أن يحسن أداء الموظفين في المحاكم الابتدائية.
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