The Impact of Human Resource Information System Utilization on Human Resource Management Effectiveness: Evidence from Sinar Muslim Furniture Soppeng

A Nazalia Ramadhani We Tenripada [1], Andi Nurul Aksa[2]

[1]*Department of Management, Universitas Lamapppoleonro, Indonesia*
[2]*Department of Information Systems, Universitas Lamapppoleonro, Indonesia*

Corresponding Author : andinazaliaramadhani@gmail.com

Article Info	Abstract
	The development of information technology has encouraged organizations to improve human resource management (HRM) effectiveness through integrated information systems. One of the most widely adopted systems is the Human Resource Information System (HRIS), which supports employee data management, administrative efficiency, and managerial decision-making. This study aims to analyze the impact of HRIS utilization on HRM effectiveness at Sinar Muslim Furniture Soppeng. A descriptive quantitative approach was employed, involving all employees as respondents through a saturated sampling technique. Data were collected using questionnaires, interviews, and documentation, and were analyzed through descriptive statistics and simple linear regression. The findings indicate that HRIS utilization in the company is categorized as high (mean = 4.12), while HRM effectiveness is also high (mean = 4.11). Regression results show that HRIS utilization has a positive and significant effect on HRM effectiveness (B = 0.684; $p < 0.05$), with a coefficient of determination of 52%. These results confirm that HRIS plays a crucial role in enhancing HRM effectiveness through improved administrative accuracy, efficiency, and faster decision-making. Organizations are therefore encouraged to optimize HRIS implementation not only for administrative purposes but also for strategic HR development.

INTRODUCTION

The rapid advancement of information technology has significantly transformed organizational management practices, particularly in the field of human resource management (HRM). In today's competitive business environment, organizations are increasingly required to manage human resources effectively through accurate data processing, efficient administration, and strategic decision-making. One of the key technological innovations supporting these functions is the Human Resource Information System (HRIS), an integrated system designed to assist organizations in managing employee-related information such as attendance, payroll, performance evaluation, and workforce development.

The implementation of HRIS is widely regarded as a critical instrument for

enhancing the effectiveness of HRM processes. By automating routine administrative tasks and providing real-time access to workforce data, HRIS can improve organizational efficiency, reduce human error, and support managerial decision-making. Previous studies have consistently shown that HRIS contributes positively to HR performance and operational efficiency, especially in the context of digital transformation.

However, despite the growing body of literature on HRIS adoption, several research gaps remain evident. First, much of the existing research has focused on large corporations or public-sector institutions, while empirical evidence from small and medium-sized enterprises (SMEs)—particularly in local industries such as furniture manufacturing—is still limited. Second, prior studies often emphasize general efficiency outcomes or employee performance, rather than examining the broader concept of HR management effectiveness, which includes accuracy of workforce administration, strategic alignment, and decision-making speed.

Furthermore, in the case of Sinar Muslim Furniture Soppeng, the utilization of HRIS has been introduced but has not yet been fully optimized to support strategic HRM functions. Several HR processes are still managed in a relatively simple manner, potentially leading to inefficiencies in administration and delays in managerial decisions. This condition highlights the need for deeper evaluation of how HRIS contributes to HRM effectiveness in such business contexts.

Therefore, this study aims to address these gaps by analyzing the impact of HRIS utilization on the effectiveness of human resource management at Sinar Muslim Furniture Soppeng. Specifically, the research seeks to: (1) assess the level of HRIS utilization within the organization, (2) evaluate the effectiveness of HRM practices, and (3) examine the extent to which HRIS significantly influences HRM effectiveness.

By focusing on a local SME context, this research is expected to provide theoretical contributions to HRIS and HRM effectiveness literature, while also offering practical insights for organizations seeking to optimize HRIS implementation to enhance HR management performance.

METHOD

A. Research Gap and Study Rationale

The rapid advancement of information technology has significantly transformed organizational practices, particularly in the field of Human Resource Management (HRM). One important technological innovation is the Human Resource Information System (HRIS), which supports employee data management, administrative processes, and managerial decision-making. Previous studies have generally confirmed that HRIS contributes positively to organizational efficiency and employee performance. For instance, Kabul (2024) highlights that digital HRM systems enhance effectiveness and competitiveness, while Nirwana et al. (2023) emphasize HRIS benefits in automating payroll, attendance, and incentives. Similarly, Lase et al. (2025) report that HRIS implementation improves real-time access to HR data and reduces administrative errors.

However, despite these contributions, a key research gap remains. Most existing research focuses on large organizations or broad theoretical discussions, while empirical evidence in small and medium enterprises (SMEs), especially within the furniture manufacturing sector in Indonesia, remains limited. Moreover, there is insufficient quantitative research examining how HRIS utilization directly affects the overall effectiveness of HR management in local business contexts.

This study addresses this gap by providing an empirical investigation of HRIS utilization in a developing SME environment, specifically at **Sinar Muslim Furniture Soppeng**, where HR information systems have been introduced but not yet fully optimized. The study is therefore expected to contribute both practical and academic insights regarding HRIS effectiveness in regional enterprises.

B. Research Objectives

Based on the identified gap, this study aims to analyze the impact of HRIS utilization on the effectiveness of human resource management. Specifically, the objectives are:

1. To assess the extent of HRIS utilization at Sinar Muslim Furniture Soppeng.
2. To evaluate the level of HRM effectiveness within the organization.
3. To examine the influence of HRIS utilization on the effectiveness of HR management practices.

C. Research Design

This research employs a descriptive quantitative approach, which aims to describe and statistically analyze the relationship between HRIS utilization and HR management effectiveness. Quantitative methods were selected to allow measurable evaluation through numerical data obtained from employees. The study investigates the effect of HRIS as an independent variable on HRM effectiveness as a dependent variable.

D. Research Site and Duration

The research was conducted at Sinar Muslim Furniture Soppeng, a company engaged in furniture production and sales. The site was chosen purposively because the company has begun implementing HRIS in its HR processes. The study was carried out over approximately **two months**, including preparation, data collection, statistical analysis, and report writing.

E. Population and Sampling

The population of this study consisted of all employees of Sinar Muslim Furniture Soppeng, including staff from production, administration, marketing, and management units. Given the relatively small workforce, the research applied a saturated sampling technique (census method), meaning all employees were included as respondents.

F. Data Collection Techniques

Data were collected using three main techniques:

1. Questionnaire

The primary instrument was a structured questionnaire using a five-point Likert scale (1 = strongly disagree to 5 = strongly agree). It measured perceptions regarding: HRIS utilization, HRM effectiveness

2. Interviews

Semi-structured interviews were conducted with selected managers and employees to strengthen and validate questionnaire findings.

3. Documentation

Supporting documents such as organizational profiles, employee records, and HR administration files were reviewed to complement the analysis.

G. Data Analysis Methods

The collected data were processed using statistical software (SPSS) through the following stages:

1. Descriptive Analysis to summarize respondent perceptions of HRIS and HRM effectiveness.
2. Validity and Reliability Testing to ensure measurement accuracy (Cronbach's Alpha > 0.60).
3. Simple Linear Regression Analysis to determine the effect of HRIS utilization on HRM effectiveness using the model:

$$Y = a + bX + e$$

Where:
- Y= HRM Effectiveness
- X= HRIS Utilization
- a= Constant
- b= Regression coefficient
- e= Error term

4. t-test (Partial Test) to evaluate significance at α = 0.05.

Coefficient of Determination (R^2) to measure the contribution of HRIS utilization toward HRM effectiveness.

RESULTS AND DISCUSSION

Results of Data Analysis

This study investigates the impact of Human Resource Information System (HRIS) utilization on the effectiveness of Human Resource Management (HRM) at Sinar Muslim Furniture Soppeng. The research employed a descriptive quantitative approach with data collected from all employees (n = 30) through questionnaires, interviews, and documentation. Descriptive statistical analysis indicates that HRIS utilization among employees is perceived to be at a high level. The overall mean score for HRIS utilization reached 4.12, reflecting that the system has been widely used in supporting employee data recording, attendance management, and administrative accuracy. Similarly, the effectiveness of HRM was also categorized as high, with an overall mean score of 4.11, demonstrating that HR processes at Sinar Muslim Furniture have been managed efficiently, particularly in employee data handling, decision-making speed, and task placement.

Instrument Testing and Hypothesis Testing

The research instrument was structured using a five-point Likert scale. Prior to regression testing, validity and reliability procedures were conducted. Validity testing confirmed that each questionnaire item met the correlation threshold (> 0.30), indicating that all indicators were appropriate for measuring HRIS utilization and HRM effectiveness. Reliability testing using Cronbach's Alpha resulted in values above 0.60, suggesting that the measurement instrument was consistent and dependable.

Hypothesis Testing

The hypothesis proposed in this study was:

H_1: HRIS utilization has a positive and significant effect on the effectiveness of HRM.

H_0: HRIS utilization does not significantly affect HRM effectiveness.

Simple linear regression analysis revealed the following equation:

$$Y = 6.214 + 0.684X$$

Where:
- Y= HRM effectiveness
- X= HRIS utilization

The regression coefficient (**0.684**) indicates that HRIS utilization positively contributes to HRM effectiveness.

The t-test result showed:
- $t = 5.732$
- Sig. value = 0.000 (< 0.05)

Thus, H_1 is accepted, confirming that HRIS utilization significantly enhances HRM effectiveness at Sinar Muslim Furniture.

Answers to Research Questions

RQ1: How is HRIS utilized at Sinar Muslim Furniture Soppeng?

The study found that HRIS utilization is high, particularly in recording employee data, managing attendance, reducing administrative errors, and facilitating access to HR information. Employees acknowledged that HRIS has become an important support tool in HR administration.

RQ2: What is the level of HRM effectiveness at Sinar Muslim Furniture Soppeng?

HRM effectiveness was also rated high. The organization demonstrated efficiency in employee data management, administrative processes, task placement, and decision-making responsiveness.

RQ3: What is the impact of HRIS utilization on HRM effectiveness?

Regression analysis confirmed that HRIS utilization significantly influences HRM effectiveness, contributing 52% of the variance ($R^2 = 0.520$). This implies that HRIS plays a substantial role in improving HRM performance, while the remaining 48% is explained by other factors such as leadership, organizational culture, and employee motivation.

Key Findings and Interpretation

Previous studies have largely focused on HRIS implementation in large organizations or examined its influence on employee performance rather than HR management effectiveness. Moreover, most earlier works applied qualitative literature review approaches.

This study fills the gap by providing empirical quantitative evidence from a medium-sized furniture company context, demonstrating that HRIS contributes not only to administrative efficiency but also to strategic HRM effectiveness in a developing regional business setting.

Interpretation of Findings

The findings suggest that HRIS strengthens HRM effectiveness by:

- Improving administrative accuracy
- Accelerating HR decision-making
- Enhancing efficiency in HR operations
- Supporting structured employee management

This supports the theoretical view that HRIS serves as both an administrative and strategic tool in modern HRM practices. Furthermore, the relatively high coefficient of determination highlights HRIS as a key driver of HRM success in organizations seeking operational efficiency and competitiveness.

CONCLUSIONS AND SUGGESTION

A. Conclusion

This study was conducted to address the growing need for organizations, particularly small and medium enterprises, to enhance the effectiveness of human resource management through the adoption of digital systems. Although Human Resource Information Systems (HRIS) have been widely discussed in previous research, most existing studies focus on large organizations or emphasize employee performance outcomes rather than examining HR management effectiveness within local business contexts. This indicates a research gap in understanding how HRIS contributes to HR management effectiveness in smaller companies, especially in the furniture industry in Indonesia.

Therefore, the main objective of this research was to analyze the impact of HRIS utilization on the effectiveness of human resource management at Sinar Muslim Furniture Soppeng. The findings show that HRIS implementation in the company is categorized as high, meaning that

the system has been effectively used in supporting employee data management and HR administration. Furthermore, the effectiveness of human resource management was also found to be high, reflected in improved administrative efficiency, accuracy of employee information, and faster managerial decision-making.

Regression analysis confirms that HRIS utilization has a positive and significant influence on HR management effectiveness. The coefficient of determination indicates that HRIS contributes substantially to improving HR effectiveness, although other factors outside this study also play an important role. Overall, this research concludes that HRIS serves as an essential tool in strengthening HR management processes and supporting organizational development in Sinar Muslim Furniture Soppeng.

B. Suggestion

Based on the conclusions above, several recommendations are proposed: Sinar Muslim Furniture Soppeng is encouraged to continue optimizing HRIS utilization not only for administrative purposes but also for strategic HR functions such as workforce planning, performance evaluation, and employee development. Management should enhance HRIS integration into decision-making processes, ensuring that the system supports more comprehensive HR strategies beyond basic data handling. Future studies should consider incorporating additional variables that may affect HR management effectiveness, such as leadership style, organizational culture, employee motivation, or technological readiness. Expanding the research scope to other industries or applying mixed-method approaches could also provide deeper insights into HRIS effectiveness.

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