LITERATURE REVIEW

Recently, literature review research on human resources information systems is being developed in India. There are many studies in other countries such as the United Kingdom and the United States. In this regard, an attempt is being made to inform various studies in India and beyond. Osman Sadik, Ahmed Farid Khan, Khorm Ekla and Budwin G. Mtaba (2012) analysed the impact of information systems on human resources management performance and human resources management

1.2 Objectives of this Study 1. To investigate and measure to what extent this kind of human res ource practices affect the overall level of employees’ organizational 2. commitment. To diagnose which function or area of human resource practices presenting a low and a high level of employees’ organizational commitment in reality. Given the heterogeneity of HRM practices in terms of functions or areas, the result will present different attitudes towards HR practices, even if these practices are applied consistently. Additionally, a employees in terms of age ssuming the heterogeneity o , organizational tenur f e, gender, position level and educational background, the results of this study aim to the human resource department to be able to diagnose which function of human resource lead practice presents a low level of employees’ commitment and to tailor human res ource practice group. 1.3 Definition Term s to suit employees’ real needs by considering as each focus Definition 1. Organizational Commitment An individual’s identification with the goals and values of an organization” or “a belief which reflects the streng th of a person’s attachment to an organization. An employee’s emotional attachment to, identification 2. Affective Commitment with and involvement in the organization. Employees with a strong affective commitment continue employment with the organization “ want ” to do so. because they A feeling of obligation to continue employment. Employees with a high level of “normative 3. Normative Commitment commitment ” feel that they “ the organization. ought to ” remain with 10

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