

# **Human Resources Management Information Systems and its Role in Developing Employees Performance: An Applied Study in Jordanian Telecommunications Companies”**

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## **Abstract**

This study aimed to research human resource management information systems in its dimensions (human resource planning information systems, recruitment, selection and appointment information systems, training and development information systems, performance evaluation information systems) and their role in developing employee performance in its dimensions (quality of work, amount of work performed, knowledge of requirements Work) and the modified role of the academic qualification and experience of workers in Jordanian telecommunications companies, and in order to achieve the objectives of the study, the descriptive and analytical method was applied using a field survey method, based on a questionnaire prepared for this purpose consisting of (43) paragraphs, and the study population may be from the Jordanian telecommunications companies, which amounted to a number of (3) Specifically from all workers in senior and middle management positions, in addition to workers in the human resources department in Jordanian telecommunications companies, which were chosen in a simple random way, as the number of final questionnaires analyzed reached (332).

The study found a set of results, the most prominent of which was the presence of a medium degree of application of human resource management information systems in Jordanian telecommunications companies, in addition to the existence of a medium level of performance of workers in Jordanian telecommunications companies. There is also a statistically significant effect at the level of significance ( $0.05 \geq \alpha$ ) for human resource management information systems with its dimensions (human resource planning information systems, recruitment and selection information systems, training and development information systems, and evaluation information systems) on

the development of employees' performance in its dimensions (work quality The amount of work performed, and knowledge of work requirements) in Jordanian telecommunications companies.

The study identified a set of recommendations, the most prominent of which was the need to focus on deepening the awareness of workers in human resources management in Jordanian telecommunications companies about the dimension (evaluation information systems) contained within the dimensions of human resource management information systems, given that it was ranked (fourth) and last on the scale of priorities. Applying human resource management information systems in Jordanian telecommunications companies, despite its importance for workers and administrators.

**Keywords:** human resource management information systems, employee performance.