

Impact of the uses of the Human Resources Information System in the management of the Bureau of Promotion and Real Estate Management of the Province of Blida

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Abstract:

This research paper aims to highlight the reality of the human resources information system, and to identify the state of the human resources information system for the Office of Promotion and Real Estate Management of the state of Blida. For this purpose, a questionnaire was relied upon in this study, as this questionnaire consists of four dimensions and each dimension is measured with questions. To achieve the goal of this study, the opinions of a sample of 40 male and female workers were surveyed. This study was completed using one of the many statistical methods that are used to analyze the data obtained after conducting the field study, relying on the statistical program SPSS. The results of this study reached several results, the most prominent of which is that there is a significant and positive relationship between the applications of the human resources information system in the institution under study and the performance of employees.

Keywords: human resources information system, training, performance evaluation.

JEL Classification Codes: XNN; XNN

1- Introduction:

Human Resources Information Systems (HRIS) offer a wide range of benefits to organizations. They are an essential part of modern human resource management, connecting various departments. Information systems help organizations confront and overcome obstacles and challenges arising from their internal and external environments. This is achieved through the rapid, accurate, efficient, and controllable data and information they provide. These characteristics enable departments to perform their functions optimally and effectively, as well as to manage human resources efficiently and effectively. Human resources are one of the most important pillars upon which organizations rely to achieve their stated goals, improve their performance, and ensure their survival and continuity—the primary and foremost objective of the organization. Information systems play a crucial role in organizations, collecting data and information generated by the environment, both internal and external, processing it, and providing acceptable results. This allows organizations to address problems, rectify shortcomings, identify strengths to reinforce, and address weaknesses. Hence, the following main question arises:

What is the impact of using a Human Resources Information System (HRIS) at the Housing Promotion and Management Office in the Province of Blida?

To answer the questions, the following sub-questions were posed:

-What is the role of an HRIS in the institution?

-Is there an impact of using an HRIS, with its various dimensions, on the institution under study?

Study hypotheses:

Main hypothesis: There is a statistically significant impact of using an HRIS on employee performance at the institution under study.

First sub-hypothesis: There is a statistically significant impact between the selection and appointment system and employee performance at the institution under study, the Housing Promotion and Management Office in Blida.

Second sub-hypothesis: There is a statistically significant impact between the training system and employee performance at the institution under study, the Housing Promotion and Management Office in Blida.

Third Sub-Hypothesis: There is a statistically significant effect between the performance appraisal system and employee performance in the institution under study, the Real Estate Development and Management Office in Blida.

Study Objectives:

The Human Resources Information System (HRIS) is of great importance in carrying out human resources management functions. Therefore, this study aimed to examine the effect of the HRIS on employee training, recruitment, selection, and performance appraisal.

The following sub-objectives fall under this main objective:

- Highlighting the importance, objectives, and functions of human resources.
- Determining the effectiveness and efficiency of the HRIS.
- Determining the nature of the relationship between the HRIS and human resources management.

2- General Concepts of the Human Resources Information System

2.1 The Concept of the Human Resources Information System

A Human Resources Information System (HRIS) is defined as an organized network of interacting elements that produce information. It collects and maintains human resources data and transforms it into reports that assist any function—finance, production, or marketing in performing its tasks and making decisions. (Baraka Balaghmas, 2017, p. 54) It is a structured procedure for collecting, storing, maintaining, and retrieving data about the organization's human resources, personnel affairs, and the characteristics of the organizational units it deals with. (Omar Wasfi Aqili, 2005, p. 20).

It also maintains an employee record system to track employee skills and job performance within the organization. (Laudon Kenneth, 2006; Laudon Jane & 26) It is a system designed to perform the function of human resource management and to provide managers with information to make decisions related to the efficient and effective use of human resources and raising their performance level in achieving the organization's goals. (Amer Ibrahim Qaldinji Alaa Abdul Qader Al-Janabi, 2005, p. 76)

Where a system integrates a set of programs capable of completing a number of tasks and activities related to human resource management and ensures the monitoring of these activities and tasks. They believe that information and communication technology have a strong impact on strategic and operational activities (recruitment procedures) and administrative matters (managing vacations, absences, wages, etc.) (Florence Laval, V. G. (2010, July). No. 37329) related to human resource management.

From the above, it can be said that a human resource information system is a type of computer-based information system that consists of hardware, software, and human resources that allow the user to provide a set of Tasks include data input from various sources (documents, etc.), as well as data storage, organization, management, and output. This facilitates the processing and analysis of information, the generation and transmission of reports, and the ability of managers to make appropriate decisions regarding human resources.

2.2 Importance and Objectives of the Human Resources Information System:

The human resources information system is of paramount importance as it is a fundamental pillar of other information systems. The importance of the human resources information system is as follows: (Youssef Jahim Al-Tai, 2006, p. 557).

- Providing other functions with comprehensive and accurate information about employees, who are considered an essential and indispensable resource.
- Providing information about employees' desires in a way that increases their motivation and productivity.
- Through it, human resources can be directed towards optimal utilization to achieve a competitive advantage.
- Providing standards that help develop methods for monitoring employees and determining appropriate wages for them according to their performance. This reduces employee dissatisfaction and raises their morale by increasing their satisfaction with the prevailing organizational climate, thus increasing their performance.
- Providing all functions with the required information in a timely manner and at the lowest cost
- Contributing to increasing the role of the Human Resources function in formulating the organization's overall strategy and simultaneously in its implementation.
- Contributing to supporting human resources-related decisions such as planning, workforce reduction, etc.

Through its Human Resources Information System (HRIS), Diwan seeks to achieve a set of objectives, including the following:

- Preparing competitive plans and strategies for the organization.
- Forecasting human resources needs.
- Planning job practices and promotion paths.
- Providing human resources policies, practices, and programs.
- Preparing reports related to human resource management.
- Supporting the daily activities of human resource management, such as recording working hours and absences

(Radwan Al-Sada (36) 2016)

3-2 The Relationship Between the Human Resources Information System and Human Resources Management:

The relationship between the Human Resources Information System and Human Resources Management is evident in the following essential elements:

- Administrative Records: The use of computers in record-keeping has saved time and space, and the speed and accuracy of information provision make administrative decisions more effective in addressing problems (Mu'ayyad Sa'id Salim, 2009, p. 244).
- Selection and Appointment: The proper use of computers in the selection and appointment departments of human resources management has made it possible to retain and retrieve necessary information about job candidates in a timely manner. This also contributes to making objective comparisons with qualified candidates and then making the appropriate appointment decision (Khaled Rajm Abdul Ghani Dadan, 2016, p. 8).
- Wage and Payroll Management
 - ✓ Increased accuracy and speed in preparing and disbursing payroll, salary, and bonus lists on time.
 - ✓ Contributing to making quick decisions regarding allowances and bonuses.
 - ✓ Making appropriate comparisons between the various wages and salaries received by all employees in the organization.
 - ✓ Providing the necessary facilities for required internal and external deductions.
 - ✓ Facilitating the process of conducting the necessary accounting analyses in order to take corrective actions
- Training and Development Program: The use of a Human Resources Information System (HRIS) has contributed to facilitating the identification of skills and qualifications, preparing the necessary training needs for individuals, and assigning them to suitable jobs according to their abilities, competence, and academic qualifications (Khaled Rajm Abdul Ghani Dadan, p. 8).
- Employee Performance Evaluation: The HRIS provides the necessary information about employees and their job performance, thus assisting human resources management in: (Souriya Zawi, 2010, p. 18).
 - ✓ Predicting an individual's chances of success in their current job or in higher-level positions.

- ✓ Providing the necessary input to determine actual training needs by identifying strengths and weaknesses in individual performance.
- ✓ Demonstrating the credibility of selection procedures and that the right person has been placed in the right position.
- ✓ Ensuring fair promotions based on individuals' skills and abilities.
- ✓ Highlighting the skills available within the organization, enabling it to focus on them more.
- ✓ Making sounder and more accurate decisions at the right time
- Human Resources Information and Planning System: Computerized information systems play a significant role in this field due to the facilities they provide in preparing predictive plans based on the software and computers they contain, especially statistical software. These plans may be long-term, medium-term, or short-term. (Aziza Abdul Rahman Al-Otaibi, 2010, p. 5.).

3- The Reality of the Human Resources Information System at the Housing Promotion and Management Office

In order to place the Housing Promotion and Management Office of Blida within the framework of this study, it is necessary to provide a clear picture of the establishment and functions of the office and the functions of the Human Resources Department.

3-1 General Introduction to the Housing Promotion and Management Office of the Province of Blida:

The Housing Promotion and Management Office is considered one of the most important institutions active in the housing sector. In June 1977, pursuant to Decree 14376 dated October 23, which established the Office and was supplemented by Decree 502/82 dated December 1982, the Housing Promotion and Management Office of Blida was established. It is an administrative institution with financial autonomy, as stipulated in Decree 556/83 dated October 8, 1983, from its inception. Pursuant to the provisions of Decree 270/85 dated November 5, 1985, the Housing Promotion and Management Office became a public institution of a commercial and industrial nature (EPIC) with financial autonomy. Its organization, activities, and management are governed by the provisions of Decree 83/200 dated March 19, 1983, which outlines and defines the procedures for defining entities and organizing the activities of local public institutions. The Housing Promotion and Management Office of Blida is authorized to carry out the following tasks:

- ✓ Leasing and assigning commercial, residential, and craft premises.
- ✓ Collecting rent and related charges, as well as transferring ownership of real estate.
- ✓ Maintaining buildings and annexes to ensure their continuity and suitability for habitation.
- ✓ Developing activities related to real estate development and property.
- ✓ Concluding transactions, contracts, and agreements to which the Office is a party.
- ✓ Board approval of matters related to the bylaws, employment conditions, salary payments, and employee training.
- ✓ Approving the Office's draft internal regulations.
- ✓ Investing reserve funds and acquiring real estate.
- ✓ Determining the procedures and conditions for undertaking a task, clarified by a joint decision of the Minister of Finance and the Minister of Housing.
- ✓ Defining standard agreements.

3.2 Applications of the Human Resources Information System of the Real Estate Development and Management Office of the Province of Blida:

There are several applications of the Human Resources Information System, the most important of which are the following:

- ❖ Recruitment applications encompass the entire employee recruitment process, including attracting and recruiting employees, assisting in providing suitable job opportunities, and maintaining an employee database. These applications include:
 - ✓ Employee Attraction and Recruitment: An employee recruitment information system helps maintain information about job candidates and identify the most suitable candidates for job positions. An effective recruitment system within an organization achieves the following:

- Retrieving information such as the employee's name, health insurance number, and other indicators of the job applicant.
- Documenting all procedures related to the recruitment process, as well as all basic data about available job opportunities.
- Providing essential information to interviewers and preparing necessary job reports.
- Providing information on test results for job candidates.
- Increasing the pool of highly qualified candidates with the highest skills and filling vacancies with them, thus enabling managers to identify sources that cultivate the most successful employees in the future.
- Increasing selection criteria, whether objective criteria related to the job or subjective criteria such as certain personal characteristics
- ✓ Providing an employee database: An organization typically maintains employee data in a database. This information can be used for several purposes, the most important of which are:
 - Payroll management.
 - Documenting the costs of benefits, services, and incentives.
 - Human resource planning.
- ❖ Human resource planning applications: There are two types of computer applications related to human resource planning:
 - ✓ Succession planning: This is based on the idea that an organization has employees who must be returned to positions that become vacant due to retirement, promotion, transfers, termination of service, or expansion of activities. This requires the availability of employee files classified by job title, grade, gender, age, length of service, experience, and training.
 - ✓ Human Resources Planning System in Effective Decision-Making: This system contributes to the decision-making process, whether for filling vacancies or redistributing human resources from positions with a surplus to those suffering from a shortage of human resources.
- ❖ Performance Management Applications: Employee performance information can be stored in an electronic database, and a personal computer can also be used for this purpose. This application helps link evaluation systems to the characteristics and specifications of each job and contributes to identifying and developing solutions to performance problems. Performance evaluation software can determine the appropriate evaluation method, and after the evaluation process is completed, information can be provided indicating differences in actual performance compared to the specified standards.
- ❖ Training and Professional Development Applications: These applications are primarily used to document information related to training management. This information includes the number of participants and their characteristics, in addition to information about employee skills and necessary training activities.

3.3 Applications of the Components of the Human Resources Information System in the Real Estate Promotion and Management Office of the Province of Blida.

The Human Resources Information System consists of six basic elements, namely:

- ❖ **Inputs**, which are data related to employees and jobs, and consist of:
 - ✓ Employee data.
 - ✓ Job data
 - ✓ Administrative data.
 - ✓ Labor market data.
- ❖ **Processes**: After obtaining and storing data, the system processes it by analyzing, arranging, and formatting it according to specific needs, then storing it for later use. These processes can be summarized in the following steps:
 - ✓ Recording, monitoring, and storing data.
 - ✓ Auditing, reviewing, and updating data.
 - ✓ Analysing and interpreting results.
- ❖ **Outputs**: These are the information obtained after processing. The outputs of a human resources information system typically include:
 - ✓ Data and information about employees
 - ✓ Data on the status of past, present, and future employees.

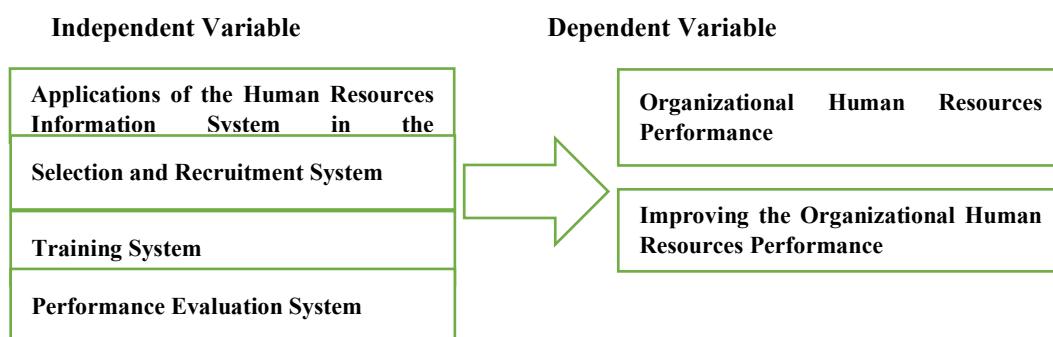
- ✓ Data on administrative processes.
- ❖ **Feedback** is information that carries messages and instructions on how processes should be carried out. It allows for monitoring changes in personnel policies and procedures and enables the resolution of problems that hinder the effective use of the system.
- ❖ **Control** is the part responsible for controlling and monitoring the progress of steps as planned. It alerts users to any malfunction, gap, or error in the program's operation or in the data.
- ❖ **Memory** is the container in which the system's inputs and outputs are stored.

4- Data Entry and Statistical Processing of Questionnaire Data:

This study was conducted using a questionnaire, a statistical method used to analyse data obtained after conducting the applied study. It contains a set of questions about the study topic for the study sample. The data analysis and statistical processing are performed using SPSS software.

4-1 Study Model: The study model is illustrated in the following figure:

Figure (01) Study Model



Source: Prepared by the researchers based on the study data

Figure (01) contains a set of independent variables and a dependent variable due to the nature of the study. The dependent variable is the organization's human resources performance, while the independent variables will be summarized in the following table:

Table No. (01) Dimension Breakdown

| Dimensions | Content |
|-----------------|--|
| Dimension One | Selection and Appointment System, consisting of 5 items |
| Dimension Two | Training System, consisting of 5 items |
| Dimension Three | Performance Evaluation System, consisting of 7 items |
| Dimension Four | Human Resources Performance in the Organization, consisting of 9 items |

The responses for each item in the questionnaire were based on Eckart's five-point scale.

Table No. (02) Eckart's Five-Point Scale

| Classification | Strongly Agree | Agree | Neutral | Disagree | Strongly Disagree |
|----------------|----------------|--------------|--------------|--------------|-------------------|
| Score | 05 | 04 | 03 | 02 | 01 |
| Weighted Mean | [10.54, 4.2] | [14.19, 3.4] | [13.39, 2.6] | [12.59, 1.8] | [11.79, 0.1] |

4-2 Population and Analysis of Personal Information Results**❖ Study Population and Sample**

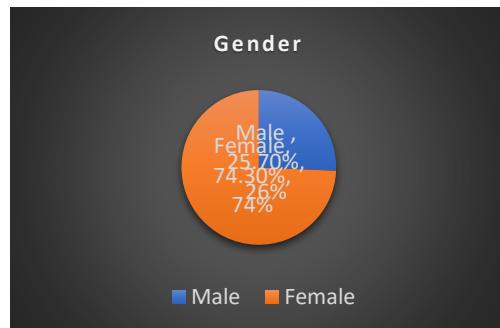
The study population is the cornerstone of the field study and represents all individuals or persons who are the subject of the research. In this study, the study population is the workers and employees of the Office for Real Estate Development and Management in Blida. A random sample of the institution's employees was selected as shown in the following table:

- 40 distributed forms
- 40 returned forms
- 5 invalid forms
- 35 valid forms for study

❖ Analysis of personal information results: Through this section, we will learn about the characteristics of the study sample (personal and professional data, gender, age, etc.). The following is a presentation of this:

✓ Distribution of the employee sample by gender:
Table No. (03): Shows the distribution of the study sample by gender

| Gender | Frequency | Percentage |
|--------|-----------|------------|
| Male | 90 | 25.7 |
| Female | 26 | 74.3 |
| Total | 35 | 100.0 |

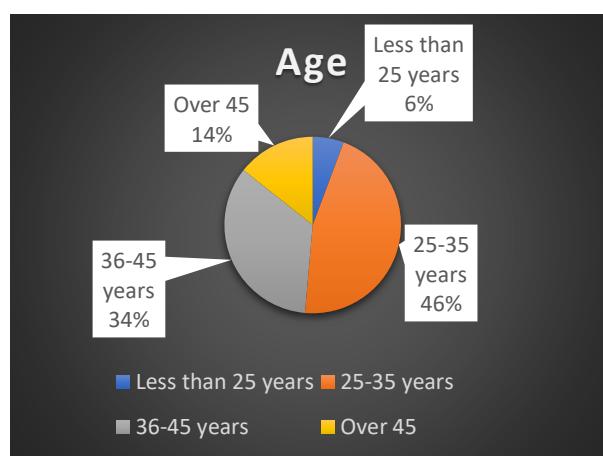
Figure No. (02) Distribution of the study sample by gender


Source: Prepared by the researchers based on the outputs of the SPSS25 program

It is clear from the table and figure that the majority of the study sample are female, at 74.29%, while the percentage of males reached 25.71%. This is due to the nature of the institution's activity, which is administrative in nature.

Distribution of the employee sample by age:
Table (04): Distribution of the study sample by age

| Age | Frequency | Percentage |
|--------------------|-----------|------------|
| Less than 25 years | 02 | 5.7 |
| 25-35 years | 16 | 45.7 |
| 36-45 years | 12 | 34.3 |
| Over 45 | 05 | 14.3 |
| Total | 35 | 100.0 |

Figure (03): Shows the distribution of the study sample by age


Source: Prepared by the researchers using SPSS25 outputs

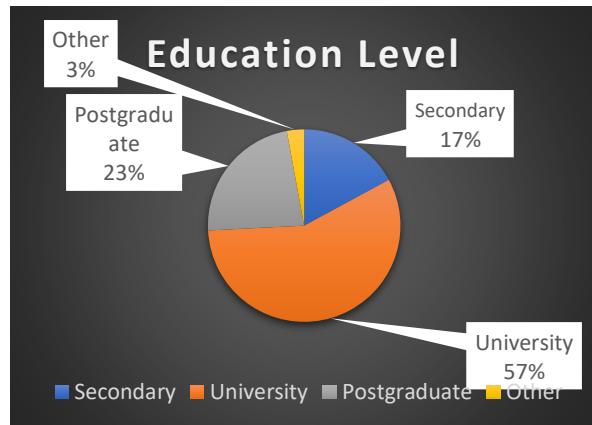
The table and figure above represent the age distribution of the study sample. It is observed that the majority of the sample is in the 25-35 age group (45.7%), followed by the 36-45 age group (34.3%), then the over-45 age group (14.3%), and finally the under-25 age group (5.7%). This indicates the average age of the sample of employees in the institution, which can be explained by the relative stability of the workforce in the institution.

✓ Distribution of the Study Sample by Educational Level:

Table (05): Distribution of the Sample by Educational Level

| Educational Level | Frequency | Percentage |
|-------------------|-----------|------------|
| Secondary | 60 | 17.1 |
| University | 20 | 57.1 |
| Postgraduate | 80 | 22.9 |
| Other | 10 | 2.90 |

Figure (04) Distribution of the Study Sample by Educational Level



Source: Prepared by the researchers based on the outputs of the SPSS25 program

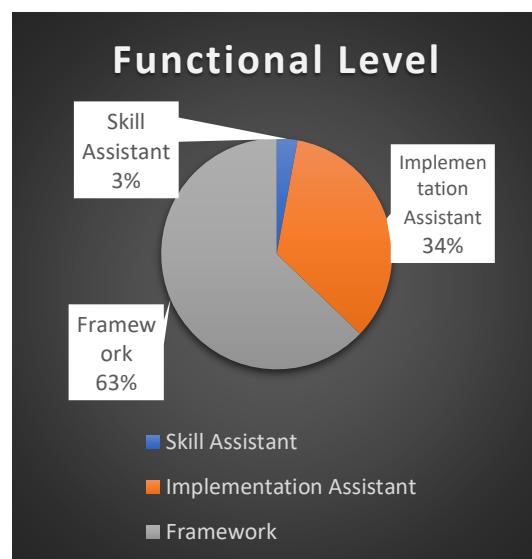
It is evident that the majority of workers are university graduates, at a rate of 57.14%, followed by postgraduate workers at 22.9%, then secondary school workers at 17.1%, and finally workers at another level at 2.9%. This may be due to the nature of employment in the institution, which focuses on university graduates.

✓ Distribution of the Study Sample by Job Grade:

Table (06): Distribution of the Sample by Job Grade

| Functional Level | Frequency | Percentage |
|--------------------------|-----------|------------|
| Skill Assistant | 10 | 2.90 |
| Implementation Assistant | 12 | 34.3 |
| Framework | 22 | 62.9 |
| Total | 35 | 100.0 |

Figure (05): Shows the distribution of the study sample by job grade



Source: Prepared by the researchers based on SPSS25 outputs

We note that the majority of the sample are managers (62.9%), followed by operational assistants (34.4%), and then skilled assistants (2.9%). This is due to the nature of the organizational structure of the institution and also explains why most of them are university graduates.

4.3 External Consistency Validity of Questionnaire Items

The validity of the questionnaire items was confirmed in two ways: external consistency validity of the questionnaire items and reliability of the study questionnaire.

Table No. (07) Pearson Correlation Coefficient between Questionnaire Dimensions and Axes and the Total Score

| Number | Dimensions | Correlation Coefficient | Economic Value |
|---------------|---|--------------------------------|-----------------------|
| 01 | Axis One: Applications of the Human Resources Information System in the Organization | 0.59 | 0.00 |
| 02 | Selection and Appointment System | 0.67 | 0.00 |
| 03 | Training System | 0.70 | 0.00 |
| 04 | Performance Appraisal System | 0.43 | 0.00 |
| 05 | Axis Two: Human Resources Performance in the Organization | 0.54 | 0.00 |

Source: Prepared by the researchers based on the outputs of the SPSS25 program

It appears that the correlation coefficient between the axes and dimensions of the questionnaire reached 0.59 for the axis of applications of the human resources information system in the organization, 0.67 for the dimension of the selection and appointment system, 0.70 for the dimension of the training system, 0.43 for the dimension of the performance evaluation system, and 0.54 for the axis of human resources performance in the organization. This is at a significance level of 0.00, which is less than the significance level, meaning it is significant at a significance level of 0.05. Therefore, it indicates the validity of the internal consistency of the questionnaire.

The reliability of the study questionnaire was also calculated using Cronbach's alpha. The scale was applied to the studied sample, and then Cronbach's alpha coefficient was calculated. It was found that the value of Cronbach's alpha for the entire questionnaire equals 0.86, which is sufficient evidence that the study instrument has a high reliability coefficient.

Table No. (08) Reliability Measurement Cronbach's Alpha Coefficient

| Number of Items | Cronbach's Alpha Coefficient |
|------------------------|-------------------------------------|
| 26 | 0.86 |

Source: Prepared by the researchers using SPSS software

The table above shows that the overall reliability of the questionnaire was 0.86. From this, we conclude that the questionnaire has stable axes and is suitable for study.

4.4 Testing the Study Hypotheses

In this section, you will attempt to test the study hypotheses, analyse the results, and arrive at the conclusion that there is a statistically significant relationship at the (0.05) level between the study variables.

❖ Main Hypothesis:

The hypothesis is formulated statistically at the (0.05) significance level as follows:

Null Hypothesis (H_0): No statistically significant relationship exists at the ($0.05 \geq \alpha$) level.

Alternative Hypothesis (H_1): There is a statistically significant relationship at the ($0.05 \geq \alpha$) level.

Table (09) Summary of the Main Hypothesis

| Pearson Correlation Coefficient | Hypothetical Significance Level (sig) | Explanatory Coefficient R^2 | Significance Level (sig) |
|---------------------------------|---------------------------------------|-------------------------------|--------------------------|
| 0.49 | 0.05 | 0.40 | 0.00 |

Source: Prepared by the researchers based on the outputs of SPSS25

There is a significant and positive relationship between the application of the Human Resources Information System in the organization and the performance of employees in the organization under study, the Real Estate Development and Management Office in Blida, based on the Pearson correlation coefficient value of 0.49 at a significance level of 0.00, which is less than the hypothetical significance level of 0.05. Therefore, the alternative hypothesis H1 is accepted, and the null hypothesis HO is rejected. The coefficient of determination reached 0.40, meaning that the independent variable in the organization under study explains approximately (40%) of the variance in the dependent variable.

- ❖ Testing the first sub-hypothesis (relationship between the dimensions of the independent variable and the dependent variable):

Null hypothesis (H_0): There is no statistically significant relationship at the $(0,05 \geq \alpha)$ level.

Alternative hypothesis (H_1): There is a statistically significant relationship at the $(0,05 \geq \alpha)$ level.

Table No. (10) Summary of the results of the first dimension

| Pearson Correlation Coefficient | Hypothetical Significance Level (sig) | Explanatory Coefficient R^2 | Significance Level (sig) |
|---------------------------------|---------------------------------------|-------------------------------|--------------------------|
| 0.54 | 0.05 | 0.49 | 0.00 |

Source: Prepared by the researchers based on the outputs of SPSS25

There is a significant and positive relationship between the selection and appointment system and employee performance in the institution under study, the Real Estate Development and Management Office in Blida. This is based on the Pearson coefficient value of 0.54 at a significance level of 0.00, which is less than the hypothetical significance level of 0.05. Therefore, the alternative hypothesis H1 is accepted, and the null hypothesis HO is rejected. The coefficient of determination reached 0.49, meaning that the independent variable in the institution under study explains approximately (49%) of the variance in the dependent variable.

Testing the second sub-hypothesis (training system)

Null hypothesis (H_0): There is no statistically significant relationship at the $(0,05 \geq \alpha)$ level.

Alternative hypothesis (H_1): There is a statistically significant relationship at the $(0,05 \geq \alpha)$ level.

Table No. (11) Summary of the Results of the Second Dimension

| Pearson Correlation Coefficient | Hypothetical Significance Level (sig) | Explanatory Coefficient R^2 | Significance Level (sig) |
|---------------------------------|---------------------------------------|-------------------------------|--------------------------|
| 0.58 | 0.05 | 0.50 | 0.00 |

Source: Prepared by the researchers based on the outputs of the SPSS25 program

There is a significant and positive relationship between the training system and the performance of employees in the institution under study, the Real Estate Promotion and Management Office in Blida. This is based on the Pearson correlation coefficient value of 0.58 at a significance level of 0.00, which is less than the hypothetical significance level of 0.05.

Therefore, the alternative hypothesis H1 is accepted, and the null hypothesis HO is rejected. The coefficient of determination reached 0.50, meaning that the independent variable in the institution under study explains approximately (58%) of the change in the dependent variable.

Testing the Third Sub-Hypothesis (Performance Evaluation System):

Null Hypothesis (H_0): No statistically significant relationship exists at the ($0,05 \geq \alpha$) level. Alternative Hypothesis (H_1): There is a statistically significant relationship at the ($0,05 \geq \alpha$) level.

Table No. (12) Summary of the results of the third dimension

| Pearson Correlation Coefficient | Hypothetical Significance Level (sig) | Explanatory Coefficient R^2 | Significance Level (sig) |
|---------------------------------|---------------------------------------|-------------------------------|--------------------------|
| 0.41 | 0.05 | 0.37 | 0.00 |

Source: Prepared by the researchers based on the outputs of SPSS25

There is a significant and positive relationship between the performance appraisal system and employee performance in the institution under study, the Real Estate Development and Management Office in Blida. This is based on Pearson's coefficient of 0.41 at a significance level of 0.00, which is less than the hypothetical significance level of 0.05. Therefore, the alternative hypothesis (H1) is accepted, and the null hypothesis (H0) is rejected. The coefficient of determination (CID) was 0.37, meaning that the independent variable in the institution under study explains approximately 37% of the variance in the dependent variable.

5. Conclusion

Our study of the use of a human resources information system in the Real Estate Development and Management Office in Blida has shown that it can have many benefits and importance. We concluded that using such a system in the institution is important, and this is represented by:

- ❖ The Human Resources Information System (HRIS) facilitates and organizes effective human resources management, enabling the office to track employee-related information such as promotions, contract details, salaries, and leave.
- ❖ It helps improve the efficiency of administrative processes and streamline repetitive tasks such as payroll processing and performance reviews, reducing errors and saving time and effort.
- ❖ It provides accurate reports and analyses on human resources and employee performance, which senior management uses to make strategic decisions related to recruitment, training, and promotions.
- ❖ It contributes to improved compliance with human resources laws and regulations. It accurately documents all processes and decisions, increasing procedural transparency.
- ❖ It reduces human resources management costs by minimizing the need for paper, film, and additional staff to manage manual processes.
- ❖ It provides self-access to personal information, salaries, leave, and training opportunities.
- ❖ It helps develop human resources recruitment and development strategies to meet the office's future needs.

The Human Resources Information System is a powerful tool for effectively managing human resources within an organization and enhancing efficiency and effectiveness in operations management and strategic decision-making at the Blida State Real Estate Promotion and Management Office or any other organization.

Based on the previous findings, the following recommendations are made regarding the effective use of the Human Resources Information System (HRIS) in the Diwan:

- ❖ Develop a plan to customize the system to accurately meet the needs of the Diwan for Real Estate Promotion and Management.
- ❖ Maintain a high level of HR information security.
- ❖ Use the system to generate periodic follow-up reports, analyse employee performance and HR information, and make data-driven strategic decisions.

- ❖ Allocate system access privileges to ensure that each employee can access the necessary information according to their role and responsibilities.
- ❖ Keep the system updated to ensure performance continuity and keep pace with technological developments.
- ❖ Provide ongoing technical support to employees, along with evaluations of system usage effectiveness and values.

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