

**HUMAN RESOURCE INFORMATION SYSTEM, MANAGERIAL  
COMPETENCIES AND EMPLOYEES' BEHAVIOURAL OUTCOMES IN  
SELECTED NIGERIAN MANUFACTURING FIRMS.**

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**JULY 2022**

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SELECTED NIGERIAN MANUFACTURING FIRMS.**

**BY**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POST GRADUATE  
STUDIES IN PARTIAL FULFILMENT OF THE REQUIREMENT FOR  
THE AWARD OF MASTERS OF BUSINESS ADMINISTRATION (MBA)  
DEGREE IN INDUSTRIAL RELATIONS AND HUMAN RESOURCE  
MANAGEMENT IN THE DEPARTMENT OF BUSINESS MANAGEMENT,  
COLLEGE OF MANAGEMENT AND SOCIAL SCIENCE, COVENANT  
UNIVERSITY.**

**JULY, 2022**

## **ACCEPTANCE**

This is to attest that this dissertation is accepted in partial fulfilment of the requirements for the award of Masters of Business Administration (MBA) Degree in Industrial Relations and Human Resource Management in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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## **DECLARATION**

I, **ALEBIOSU JADESOLA OLOLADE (20PAC02206)**, declares that this research titled **HUMAN RESOURCE INFORMATION SYSTEM, MANAGERIAL COMPETENCIES AND EMPLOYEES' BEHAVIOURAL OUTCOMES IN SELECTED NIGERIAN MANUFACTURING FIRMS**, was carried out by me under the supervision of Dr. Odunayo P. Salau of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun state, Nigeria. I attest that this dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this thesis are duly acknowledged.

**ALEBIOSU, JADESOLA OLOLADE**

**Signature and Date**

## **CERTIFICATION**

We certify that this dissertation titled “**HUMAN RESOURCE INFORMATION SYSTEM, MANAGERIAL COMPETENCIES AND EMPLOYEES’ BEHAVIOURAL OUTCOMES IN SELECTED NIGERIAN MANUFACTURING FIRMS**” is an original work carried out by **ALEBIOSU JADESOLA OLOLADE (20PAC02206)**, in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Ogun State, Nigeria, under the supervision of **Dr. Odunayo P. Salau**. We have examined and found this research work acceptable as part of the requirements for the award of Masters of Business Administration (MBA) Degree in Industrial Relations and Human Resource Management.

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## **DEDICATION**

This research work is dedicated to God, the giver of wisdom, knowledge and strength who provided supernaturally all through this programme. To him alone be all the glory.

## ACKNOWLEDGEMENTS

First and foremost, my profound gratitude goes to Almighty God for the gift of life, unusual strength, guidance, and grace to complete this project.

I recognize and appreciate the Chancellor of Covenant University, Dr. David O. Oyedepo for the spiritual ambience, and vision and for constantly giving out time both to challenge my potentials in God and to provoke me in the school of exploits. I also appreciate the management team of Covenant University ably led by the Vice Chancellor, Professor Abiodun H. Adebayo, the Registrar, Mr. Emmanuel Igban, the Dean School of Post Graduate Studies, Professor Akan B. Williams, the Sub-dean, Dr Emmanuel O. Amoo, and the Dean, College of Management and Social Sciences Professor Abiola A. Babajide for their support, for performing their duties efficiently. I would like to recognize the leadership of the department ably led by Professor Anthonia Adeniji. I appreciate you ma for your tireless service, encouragement and support and motherly care for myself and my colleagues.

I deeply appreciate my God-sent supervisor in person of Dr. Odunayo P. Salau, who doubles as my academic coach and mentor. I thank you greatly for your support, constant push, words of encouragement and direction throughout the course of the project study. Thank you, sir, for sharing out of your knowledge bank and for being a thorough guardian on this journey, my utmost appreciation sir.

I also appreciate the incumbent PG Coordinator of the department, Dr. Ebe Igbinoba, for her administrative support. I also appreciate the kind gestures of Professor Rowland Worlu, Dr. Mercy Ogbari, Dr. Falola, H.O., Dr. Agboola, Professor Omotayo Osibanjo, Professor Chinonye Moses, Dr. Daniel Ufua, and specifically Dr. Atolagbe thank you for the support and love ma, you are greatly appreciated and all other great faculty members of the Business Management Department. Thank you for the support all through the course of this programme.

I express my profound gratitude to my parents, Mr K. Alebiosu and Mrs I.T Alebiosu, for being my support and for their relentless prayers, sacrifices, efforts, and encouragement. I also express heartfelt gratitude to Mr. A Adeyemo for his constant and relentless support, sacrifices and literally

walking with me throughout this MBA program. To my siblings, thank you for your continuous support and constant push that I can always be better. I love you all very much.

I sincerely appreciate my friends, course mates and those that I came across on this academic journey, for their support and prayers all through the period of this research, thank you.

I also appreciate all members of the Postgraduate Student Council 2021/2022; it was indeed a privilege to serve with you all. Thank you.



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## ABBREVIATIONS

EBOs	—————	Employees' Behavioural Outcomes
DOI	—————	Diffusion of Innovation Theory
FMCG	—————	Fast Moving Consumer Goods
GAC	—————	Global Awareness Competency
HRIS	—————	Human Resource Information System
HRM	—————	Human Resource Management
MPI	—————	Manpower Planning Information
MC	—————	Managerial Competencies
NSE	—————	Nigeria Stock Exchange
PAI	—————	Payroll Administration Information
PAPI	—————	Performance Appraisal Information
SAC	—————	Strategic Action Competency
SPI	—————	Succession Planning Information

## ABSTRACT

*Employees' behavioural outcomes is becoming a more important issue for a wide range of organisations, hence managerial competencies techniques and practices are becoming increasingly important, because human resource information system (HRIS) choices have such a large influence on many employees' behavioural outcomes consequences. This study investigated the mediating effect of managerial competencies on human resource information system and employees' behavioural outcomes in selected Nigerian manufacturing firms. Descriptive survey research design was adopted for the course of the study with a quantitative approach to explain the mediating effect of managerial competencies on human resource information systems and employees' behavioural outcomes. A total of 120 copies of questionnaire were dispersed to the managers and supervisors of the selected manufacturing firms and 102 were filled and returned. The data for the study was analysed and presented using SPSS (Statistical packages for social sciences) and SEM-PLS (structural equation method) was used in testing hypotheses. Whereby each independent sub-variable was tested against all variables of the dependent variable to identify how much impact it has on an individual variable. The study revealed that all the dimensions (manpower planning information, payroll administration information, performance appraisal information and succession planning information) of human resource information system have a positive effect on employees' behavioural outcomes. However, findings indicated that managerial competencies mediate the relationship between all the dimensions of human resource information system on the employees' behavioural outcomes in the selected manufacturing firms. Overall, the study concluded that managerial competencies mediates the relationship between human resource information system on the employees' behavioural outcomes of the selected manufacturing firms. This study recommends among all other things that HR managers in the selected manufacturing firms should have the managerial competencies that will help promote a sustainable environment, maintainable HRIS and promote positive behavioural outcomes among employees in the manufacturing industry.*

***Keywords: Employees' behavioural outcomes, Human Resource Information System, Human Resource Management, Managerial competencies, Performance,***