

Factors Affecting the Acceptance of E-HRM in Iraq
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Abstract

the purpose of the study is to investigate the factors that can impact upon the acceptance of E-HRM in the context of Iraq. As it is evident that Iraq is a developing country that are striving to boost their economy by the use of technology and enable their resources to be in the structural form that increases the feasibility to provide the adequate services to their employees and citizens. To collect the data from the respondents a questionnaire was used. The questionnaire contained two parts. Part A comprised of the questions regarding the demographic information of the respondents while part B asked the questions regarding the variables included in the research framework. A random sampling technique was used to draw the sample. A sample of 332 respondents was used to analyze the data. The results of regression analysis shows that Employee's Attributes, IT Infrastructure, Compatibility, Complexity, Management Support, IT Expertise and Industry Support have significant impact on E-Human Resource Management Adoption

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