

“The Role of Organizational Commitment in the Relationship Between Human Resources Information Systems and Employees’ Innovative Capabilities: The Case of Egypt” *

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Abstract

An issue that is still understudied in the literature today, the growing usage of Human Resource Information Systems (HRIS) in businesses raises significant concerns about how these systems affect workers' capacity for innovation. Few studies have explored how HRIS can encourage employee creativity through perceived ease of learning (PL) and perceived satisfaction (PS), especially when mediated by organizational commitment (OC), even though prior research has looked at the impact of HRIS on administrative efficiency and organizational performance. To close this gap, the current study conceptualizes HRIS and OC as vital resources that contribute to competitive advantage using the Resource-Based View (RBV) framework (Yulianti et al. 2021). 121 HR workers from various industries in Egypt were surveyed using a non-probability convenience sampling technique as part of a quantitative, descriptive study design. SPSS software was used for data analysis, and regression and correlation analyses were used to evaluate the suggested model. The results show a significant positive relationship between employees' innovative capabilities and HRIS (PL and PS in particular), with OC acting as a key mediating factor. Workers are more likely to innovate if they believe HRIS is simple to use and rewarding, especially if they show a strong commitment to the company. By delivering empirical data on the strategic significance of HRIS in fostering innovation through organizational commitment, this study adds to the expanding field of digital HRM and provides useful insights for HR managers and policymakers looking to promote innovation-driven work environments.

Keywords: Human Resources Information System, Perceived Ease of Learning, Perceived Satisfaction, Organizational Commitment, Innovative Capabilities, Egypt.