KEY DETERMINANTS OF ATTITUDES TOWARDS ELECTRONIC HUMAN RESOURCE MANAGEMENT ADOPTION SPECIAL REFERENCES TO THE APPAREL SECTOR SRI LANKA

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Knowing that the importance of E-HRM application, there is a need to learn about what factors will lead to the organizational adoption of E-HRM is important to compete with rapid changes in the technological environment. Because of the contextual differences, findings of most developed context studies relating to E-HRM generalizing are questionable. Usage of E-HRM success depends on the employee's attitudes about the E-HRM system, and knowing their perspectives about the system before implementing it is important. Therefore, to fill this knowledge gap, the purpose of this study is to identify the determinants of attitudes toward E-HRM adoption among apparel sector organizations in Sri Lanka. After analysing the existing literature, independent variables were identified, and a conceptual model was developed. A survey questionnaire was distributed among randomly selected non-executive employees of the apparel sector, and 200 responses were gathered. Multiple Regression analysis was done to test the six hypotheses which were developed in this study. According to the findings, there is a significant impact between five independent variables with attitudes towards E-HRM adoption, and positively related. Especially perceived ease of use and facilitating conditions are the most significant factors that affect attitudes towards E-HRM adoption. These findings will be beneficial to developing context located internationally compete organizations to improve the level of E-HRM adaption and usage. The research has contributed to the body of knowledge in the area of E-HRM research through providing a greater understanding and important insights into the determinants factors that affecting the organizational adoption of E-HRM within developing context.

Keywords: *Electronic human resource management; Perceived ease of use; Perceived usefulness; Technology acceptance model; Theory of planned behavior*