

**ANALYSIS OF FACTORS AFFECTING THE USE OF WEB HR SYSTEM
: A CASE STUDY EMPLOYEES GOVERNMENT SAVING BANK**

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ABSTRACT

This independent study received motivation by through the use of WEB HR (Web-based Human Resources system) which user are officers and employees of Government Savings Bank (GSB). The objective of the study is to investigate the factors that affect to usage of the system. This is a quantitative research study which focuses on external factors which include 1) Cooperation, 2) Compatibility, 3) Shared Beliefs in Organizations, and 4) the Readiness for Change; and four internal factors: TAM (from Technology Acceptance Model) which included Perceived Usefulness, Perceived Ease of Use, Attitude, and Behavior Intention.

The research instrument has been performed by using an online questionnaire. The sample consisted of 104 staffs from the Government Saving Bank. Analysis were performed to investigate the correlations between the independent variables (Cooperation, Compatibility, Shared Beliefs in Organizations, Readiness for Change, Perceived Usefulness, Perceived Ease of Use, and Attitude) and the dependent variables (Behavior Intention) together in order to determine a simple linear regression.

Results showed that the Behavior Intention factor correlated to Attitude was at a high level while at the same time Behavior Intention correlation with Perceived Usefulness was at a high level; Behavior Intention factors correlated with Compatibility were at a moderate level; and Behavior Intention factors correlated to Perceived Ease of Use was at a moderate level. Secondly, the Attitude factors correlated with Perceived Usefulness were at a higher level and correlated with Perceived Ease of Use were at a moderate level. Thirdly, the Perceived Usefulness factors correlated with Share Belief were at a higher level; Perceived Usefulness factors correlated with Perceived Ease of Use were at a moderate level; Perceived Usefulness factors correlated with Readiness for Change were at a moderate level; Perceived Usefulness factors correlated with Compatibility were at a moderate level; and Perceived Usefulness factors correlated with Cooperation were at a lower level. In conclusion, the Perceived Ease of Use factor correlated with Share Belief was at a moderate level.

KEY WORDS: AFFECTING/ TAM / WEB HR/ERP

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