



UNIVERSITI TEKNOLOGI MARA

**Employees Acceptance of Human Resource Information System (Bio D'Scan
Fingerprint Time Attendance): An Exploratory Study in Sarawak Economic
Development Corporation**

ZULFADLI BIN ABDUL RAHMAN

(2010634992)

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
PUNCAK ALAM**

JUNE 2013

ACKNOWLEDGEMENTS

First of all, I would like to express my sense of thankful and deep appreciation especially to Puan Hazami binti Mohammad Kamaruddin and Dr Abdul Jabbar Abdullah for continuous comments, worth support and teaching to improve my writing skills.

I would also like to thank to all generous people at Sarawak Economic Development Corporation, MARA University of Technology Sarawak branch and Puncak Alam branch which directly and indirectly involved in providing relevant information that I used to complete my term paper.

Not forgetting, I would also like to extend special acknowledgement to my family who has always support me in my undertakings and without their support I will be lost.

TABLE OF CONTENTS

Chapter 1: Introduction

1.1 Introduction -----	1 – 2
1.2 Study of background -----	3 – 4
1.3 Research problem -----	5
1.4 Research objective -----	6
1.5 Research question -----	7
1.6 Significance of the study -----	8 – 9
1.7 Definition of terms -----	10 – 11
1.8 Limitations -----	12 – 13

Chapter 2: Literature review

2.1 Literature Review -----	14
2.2 Introduction to HRIS -----	15 - 17
2.2.1 Benefits of Using HRIS -----	18 – 19
2.2.2 Employees Acceptance -----	20 – 21
2.2.3 Gap Between Employees -----	22
2.3 Theoretical Framework -----	23 – 25

CHAPTER 1

INTRODUCTION

1.1 THE COMPANY PROFILE

The Sarawak Economic Development Corporation (SEDC) was established on 1st March 1972 as a state owned statutory body with the general aim of promoting the commercial, industrial and socio-economic development of the State. SEDC was established under the Perbadanan Pembangunan Ekonomi Sarawak Ordinance (Sarawak Cap. 35), a law duly passed by the Sarawak State Assembly in accordance with the powers conferred on and delegated to the State Government of Sarawak under the Constitution of Malaysia. While SEDC is a statutory body established under the laws of the State of Sarawak, is also comes under the purview of the Federal Government of Malaysia through the Federal Ministry of Finance (MOF).

1.1.1 OBJECTIVES

1. To promote investment and economic development in Sarawak by implementing commercial projects directly or on a joint venture basis in a wide range of industries including agro-food, tourism and leisure, property development, mineral and mining, and construction.
2. A trust agency in the development of a vibrant Bumiputera Commercial and Industrial community (BCIC) through the development and implementation of socio-economic programmes and schemes.

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 LITERATURE REVIEW

Literature review is one of the important parts in a research study. In this literature review, we gathered all those related information from various sources. All these information were useful in our research as it would help us to foster high understanding on the subject matter. For instance, the preparation of literature review helped us to put the definition of related terms in a more appropriate way. Literature review also helped us to generate ideas on the theoretical background of our study. Besides, we are able to clarify the subject matter and it helps us to identify the main focus of our research.

Apart from that, literature review also facilitates in the process of identifying previous studies on the same subject which had been carried out by other previous researchers. From the previous studies, we were able to compare the theories or findings made by the other researchers with the findings that we have obtained. This literature review gave us a clear picture on how we can design our conceptual framework. It also helps us in generating ideas on how to develop our questionnaires

As such, this chapter provides a review on literature on Human Resource Information System and also the conceptual framework of the study.