

**The role of information technology in human Resource for health sector
the Case of Pwani Region**

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Information systems have become back bone in the competitive business in various sectors. Significantly, information technologies and Systems have been used to achieve and improve decision making. Like any other information systems, the role of Human resource Information System (HRIS) is still significant in the implementation and decision-making process at all level in the health sector. Therefore, this study focused on the role of Human Resource Information Systems (HRIS) in the Health sector, where Pwani region was taken as a study area. Study has expected to explore the functionality and contribution of HRIS in HR. Previous studies relevant to this context could not be found but related studies on IS has contributed to the great extent to come out with results in this subject area. A conceptual framework was developed and senior HR executives and Clinicians were selected to gather data to find the validity of the conceptual framework. The conceptual framework broke down into variables identifying the independent and dependant variables to find the correlations to each other. A structured questionnaire was used to collect data from all the districts in Pwani region. A total of 60 questionnaires were distributed and answered all. The overall response rate was 100 percent. The results show that for a HRIS to be successful in the health sector it depends to some factors. These factors include functions of HRIS, importance of HRIS, contribution of HRIS and utilization of HRIS. The findings reveal that there is significantly positive relationship between all of these factors with the successful HRIS. The magnitude of relationship was noted to be higher in the utilizations and importance of HRIS in relative to other factors. HRIS has been considerably used in various activities of planning at different levels of management in the region specifically in health-related issues. The system is still in the infant stage of implantation this in tells the management to put strategies on how to strengthen the system so as to be stable in terms of connectivity to facilitate smooth information sharing among stakeholders.