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## **HUMAN RESOURCE MANAGEMENT PRACTICES AND FIRM PERFORMANCE: A MODERATING ROLE OF INFORMATION TECHNOLOGY**

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### **Abstract**

Widespread use of technology in organisations has been well documented in developed nations, nonetheless, studies hitherto have overlooked the use of information technology and its potential effects on the workplace. Consequently, this study has been designed to explore the role of information technology of the relationship between human resource management practices and firm performance. Anchoring in strong ontological and epistemological assumptions, this research adopted objectivist-deductive approach with a cross-sectional time horizon. Data were marshalled from 147 firm managers with a self-reported questionnaire using a convenience sampling technique. Results disclose that information technology moderated the relationship between human resource management practices and firm performance such the positive relationship between human resource management practices and firm performance is stronger at a high level of technology adaptation that at a lower level. Needless to say, this study ends with fruition by making theoretical contributions to the frontiers of human resource management literature and by proffering many useful practical implications. At the end of the paper, suggestions are highlighted for ongoing research.

**Keywords:** Human Resource Management Practices, Firm Performance, Technology.

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