

EXAMINING THE DETERMINANTS OF EMPLOYEE ADOPTION AND INTENTION TO USE E-HRM: A FRAMEWORK BASED ON THE TECHNOLOGY ACCEPTANCE MODEL (TAM) *

Chok Nyen Vui¹, Lai Mun Keong², Seena Biju, Nur Shazana³, Abdul Rani⁴ and Ridxuan Masrie⁵

¹School of Management and Business, Faculty of Accountancy, Finance and Business, Manipal International University, Senior lecturer, Malaysia

²Tunku Abdul Rahman University College, Malaysia

³School of Management and Business, Manipal International University, Malaysia 3,

Lecturer ⁴School of Management and Business, Manipal International University, Malaysia 4

⁵Manipal International University, Malaysia

choknyenvui@yahoo.com¹, laimunkeong@yahoo.com²,
seenabijuu@yahoo.com³, nurshazanaabdulrani@yahoo.com⁴, ridxuanmasrie@yahoo.com⁵

Abstract

This particular papers is designed to check into the fundamental determinants that will impact the particular ownership associated with E-HRM because recognized simply by workers within the Technology (IT) business. The particular suggested study platform created in line with the Technologies Approval Design (TAM) within highly relevant to the research environment info Technological innovation (IT). Typically the quantitative study strategy requested this particular research within efforts in order to offer the particular determinants regarding E-HRM ownership empirically. The device of research will be people who used since a lot of the time workers within the I . t (IT) business. Furthermore, anticipated useful ramifications concentrate on the use involving determinants that will possibly effect E-HRM version amongst workers. Long term analysis ought to lengthen typically the range associated with examine which includes research through various sectors.

Keywords: Key phrases: EHRM, Technologies Approval Design (TAM), Purpose to consider EHRM, Technology (IT) market

INTRODUCTION

Nowadays, the particular part associated with digital hrm to promote company growth will be noticeable to any or all. In order to reduce a distance in between hrm plus company overall performance, digital hrm possesses performed a confident function within the progress workers plus corporations within the pc sector (Berber and Lekovic, 2018). Effective businesses want top of the line Hrm Tactics (HRMP) plus Helpful Understanding Operations Capacities (KMC) to further improve company shows. The neighborhood in addition to international firms own managed in- side knowledge-intensive sectors which have elevated worldwide competitors inside the work

* Received: JAN 18, 2022 / Accepted: APR 17, 2022, Published MAY 20, 2022



Volume 2, Issue 4, Baku, Azerbaijan, IMCRA; www.bankandpolicy.org – 2790-1041

This work is licensed under a [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/).

marketplace and even improved opposition throughout establishing financial systems (Rahman, Mordi, and Nwagbara, 2018). Therefore, gaining useful individuals funds, keeping expertise together with efficiently handling understanding to supply the newest technologies plus ground breaking remedies plus solutions is a greatest task dealing with the current THIS field (Gope de surcroît ing., 2018).

Within the many years of hrm expansion, typically the exercise plus study associated with hrm contain gone through superb modifications. As a result of numerous stimulated environment troubles, hrm offers started out basic employees control in order to small organizing concerns, and lots of doctors in addition to older officers experience regarded as self-sufficient competing benefits. Electronic digital hrm (E-HRM) has got came forth (Murphy ainsiq ue 's., 2018; Neirotti, Raguseo, and Paolucci, 2017).

Digital hrm (E-HRM) will be the brand new hrm setting according to enhanced software program and even high speed plus large-capacity equipment, that is a function of this central info bottom part, automated handling info, worker self-service, outsourcing tools plus provider spreading the price, which usually elevates effectiveness together with worker service(Ayentimi de même que approach., 2018; Marescaux, Sobre Winne, as well as Graces, 2012). Digital plus hrm (E-HRM) is a crucial way to boost competitors with regard to capable staff (McKeown and Cochrane, 2017). E-HRM resolves the particular operations complications of recent companies. company constructions, features, the particular movement of men and women, along with the part regarding direction should become reactive, varying the countless segments involving hrm.

Digital hrm includes performed an optimistic position to promote typically the shift associated with standard hrm (McDonald ainsiq ue way., 2017). Nevertheless, the particular approval associated with E-HRM is just not great, and this will not engage in their function successfully (Iqbal ainsiq ue ing., 2018). Therefore, replicated typically the useful concern going through the organization within starting the particular E-HRM theory. There exists a not enough professional labour inside E-HRM techniques as well as the complication from it facilities within the business is observable (Ayentimi ou 's., 2018; Rahman ain ing., 2018). Because of the existing analysis will not highlight just how electric hrm, for this reason this specific research looks at determinants that will effect the particular execution regarding electronic digital hrm inside the THAT market.

5Proposed conceptual framework

FIGURE 1.Conceptual framework

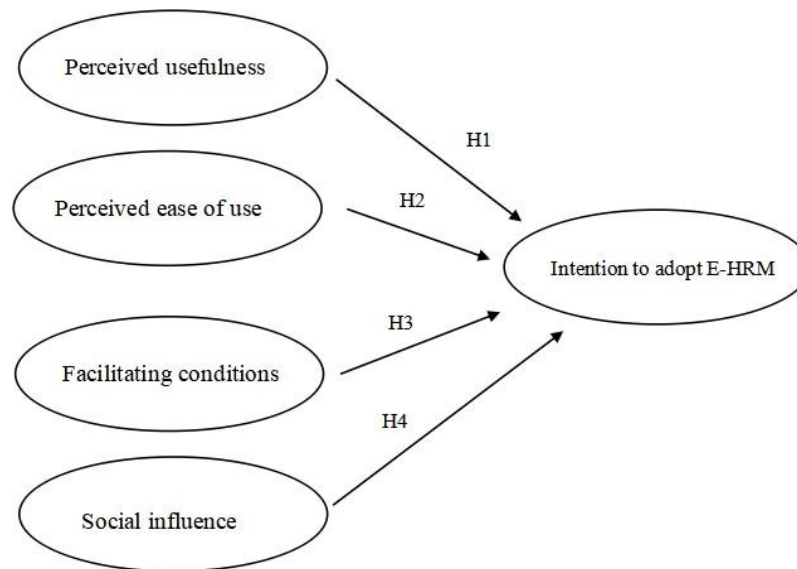
METHODOLOGY

A quantitative research approach is employed in this study. The quantitative approach allows the analysis to increase fight plus relatives theory from the parameters. Typically the sensation investigates within this document which needs to be considerable and simply explainable to put on (MM Kamruzzaman et. al 2022) . The citizenry attaches while using workers which operate I . t (IT) organizations, whether or not they are usually common staff or even executives. In line with the people, the gps device associated with evaluation is employees who also used E-HRM within a THAT corporation. Focused participants happen to be susceptible to a few requirements. First of all, personnel who also proved helpful inside it corporations that will used E-HRM in operation functioning. Next, recruiting protect supervision plus staff members currently have immediate exposure to E-HRM. The particular study targets on the person degree.

This particular research highlighted encouraged workers via managing degree together with functioning working staff that have functioned within the Web field that will available to be able to E-human methods. An easy accidental eating utilized in this particular review to pick out individuals for any review.



TABLE 1. ESEARCH MEASUREMENT



Research Measurement

Variables

Cronbach

Alpha

Perceived usefulness

We locate E-HRM within this everyday life.

Au- thors Alal- wan etMaking use of E-HRM heightens the probability of acquiring jobs that happen to be necessary to me personally.

Making use of E-HRM facilitates me personally attain duties faster. Making use of Portable bank raises my own efficiency.

Perceived ease of use

The conversation along with E-HRM is apparent plus easy to understand. It really is simple for myself to be skilled during making use of E-HRM. We get E-HRM simple to use.

Learning how to use E-HRM is simple to me.

Facilitating conditions

You will find the ability together with ability to utilize E-HRM. Tech support team together with guidance will be readily available. Monetary assistance can be acquired.

Company administration supports it.

Social influence

Those who affect this conduct believe that I ought to make use of the E

Those who find themselves necessary to me personally feel that I will utilize the E

The particular THIS professional within the provider continues to be attractive the particular technique E

In most cases, the complete organization has got reinforced the usage of typically the E

Intention to adopt E-HRM

I actually want to work with E Let me generally use E

I actually intend to make use of E

My partner and i estimate I might apply E

RESULTS AND FINDINGS

Based on the research, 593 forms are the typical information which will be performed. Within the stand involving market parameters together with elements, typically the surveys takers user profile incorporated sexual category, age

group, functioning knowledge, academic history, job plus rate to work with E-HRM. Inside the sexuality type, male or female features men and women. Within the years classification, the particular several groupings available by simply eighteen in order to twenty-five years older, 30 to be able to thirty-five years of age, thirty-eight in order to forty-five yrs

. old, fourthy-six plus previously mentioned. In regards to the doing work expertise, you can find several organizations particularly 0-3 several years, 4-6 many years, 7-10 yrs, 11-15 yrs, sixteen in addition to over. Within the next area of informative history, you can find half a dozen organizations throughout participants, that are Secondary school, Amount or even Pertinent, College Education, Masters Diploma, Physician and the like. Inside the place, you will discover about three groupings specifically standard staff members, fx broker, supervisor plus previously mentioned. Within the last area is typically the volume to make use of E-HRM. You will discover 4 classes particularly day-to-day, regular, once a month while others. Stand a couple of demonstrate group examination as well as its outcome.

TABLE 2. EMOGRAPHIC ANALYSIS

Demographic variables	Components	Number of cases	Percentage
Gender	Male	237	40%
	Female	356	60%
Age	18 to 25 years old	311	52.4%
	26 to 35 years old	204	34.4%
	36 to 45 years old	68	11.5%
	46 and above	10	1.7%
	0-3 years	407	68.6%
Working experience	4-6 years	95	16%
	7-10 years	54	9.1%
	11-15 years	11	1.9%
	16 and above	26	4.4%
	High school	16	2.7%
Educational background	Diploma or Relevant	70	11.8%
	Bachelor Degree	439	74%
	Master Degree	62	10.5%
	Doctor	5	0.8%



Employment position	Others	1	0.2%
	General staff	411	69.3%
	Supervisor	135	22.8%
	Manager and above	47	7.9%
Frequency to use E-HRM	Daily	166	28%
	Weekly	182	30.7%
	Monthly	113	19.1%
	Others	132	22.3%

Normality evaluation requested the particular adjustable associated with PU, PEOU, FC, CUANDO plus IAE. Kolmogorov-Smirnov mentioned a substantial degree accomplished that will pointed out the research information are usually normality dispersed. The particular quality check offered the information that is legitimate in addition to considerable. The particular property are usually that will KMO must be in line with the conventional, as well as the possibility regarding Bartlett's Check demonstrated information quality is not really worried. The particular KMO of most products is zero. 954, this demonstrated the particular associations one of the products are good plus they are ideal for the particular element (Y. Shi et. al 2020). The importance involving Bartlett's Check will be zero. 500 which is lower than zero. 05, which usually pointed out considerably.

The particular trustworthiness benefits suggest how the Cronbach's Alpha dog involving factors over zero. seventy. Therefore, satisfactory data in order to states the research factors are trusted for even more examination.

The particular several regressions applied to check into the particular recognized effectiveness, identified usability, assisting situations and even interpersonal affect on the purpose to take on E-HRM.

Multiple regression analysis

L square-shaped is often a record way of measuring exactly how near the information happen to be towards the equipped regression collection. Also, it is referred to as ratio associated with conviction, or maybe the division regarding several determinations to get several regression. The meaning associated with 3rd there's r square-shaped is rather straight-forward; it does not take portion belonging to the reaction adjustable alternative that is definitely

TABLE 3. ELIABILITY RESULT

Reliability Statistics

Study Variable	Cronbach's Alpha	N of Items
Perceived usefulness	0.839	4
Perceived ease of use	0.768	4
Facilitating conditions	0.793	4
Social influence	0.704	4
Intention to adopt E-HRM	0.837	4

TABLE 4. ODEL SUMMARY

R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics						
			Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	
1	0.782 ^a	0.611	0.609	0.611	231.121	4	588	0.000	

a. Predictors: (Constant), Mean_SI, Mean_PEOU, Mean_PU, Mean_FC



described by way of a geradlinig design. 0% signifies the fact that type clarifies non-e within the variability from the reply information about the signify. 100 % implies the fact that design points out the many variability for the reaction information all-around their imply.

The particular Third sq . is zero. 611 of which discuss to some portion can be sixty one. 1%. This means the particular unit talks about sixty one. 1% from the variability in the reply information all around it is suggest. Typically the altered Ur sq . worth unveils typically the modify can be witnessed with the purpose to consider E-HRM along with 4 variables. The particular tweaked N sq . worth can be zero. 609. Consequently the particular several indie factors currently have 58. 9% improvements to the purpose to look at E-HRM.

TABLE	5.0.446	0.11		4.051	0.000	0.23	0.662
OEFFICIENTS							
(Constant)							
Mean_PU	0.237	0.035	0.250	6.686	0.000	0.167	0.307
1 Mean_PEOU	0.156	0.042	0.153	3.731	0.000	0.074	0.238
Mean_FC	0.200	0.043	0.201	4.684	0.000	0.116	0.284
Mean_SI	0.324	0.037	0.312	8.851	0.000	0.252	0.396

The particular pourcentage examine displays unique regard among unbiased factors plus based parameters. Foundation available, the particular beta associated with PU plus IAE is certainly zero. 280 that will shows that the shift of just one regular change within the PU results zero. two hundred and fifty common deviations embrace typically the IAE. Some sort of beta associated with PEOU plus IAE is normally zero. 153 of which suggests that the switch of just one regular change within the PEOU ends up in zero. 153 normal deviations embrace the particular IAE. The beta associated with FC in addition to IAE will be zero. 201 that will reveals a modify of 1 typical change inside the FC leads to zero. 201 regular deviations embrace the particular IAE. The beta associated with CUANDO plus IAE is without a doubt zero. 312 that will signifies which a modify of just one regular change within the DANS LE CAS OÙ produces zero. 312 common deviations embrace typically the IAE. Many significances are usually zero. 500, meaning IAE by using PU, PEOU, FC, CUANDO is considerable connection. This particular desk displays the effect.

5.1 CONCLUSION

Initial, there exists a favourable romantic relationship among identified effectiveness in addition to purpose to consider E-HRM. Typically the beta benefit is definitely zero. 400, the particular capital t benefit can be six. 686, and even substantial for zero. 500. These types of check outcomes assistance this kind of beneficial partnership. In the same way, it is often described that will Marcia provides a primary plus constructive influence on the particular

employees' objective to make use of hrm (Choi, 2018; Kaushik and Rahman, 2015). As a part associated with individuals, personnel them selves hold the forme to simply accept beneficial elements. When electronic digital hrm may boost job effectiveness create workers come to feel valuable, after that personnel will probably be ready to utilize it. Inside real operate, the greater helpful typically the digital hrm method is, a lot more often staff members uses this. This really is in line with the results that effectiveness associated with electric hrm includes a favourable effect on employees' by using digital hrm.

2nd, there exists an optimistic connection among recognized simplicity plus goal to take on E-HRM. The particular beta worth is zero. 153, the particular p worth is 2. 731, after which the importance is definitely zero. 1000. These types of analyze benefits assistance this particular favorable partnership. Past correctly documented that almost all research executed within the THAT industry have shown a substantial together with favourable connection in be- tween identified simplicity of use, behaviour plus objectives to make use of E-HRM (Barhomi, 2016; Marakarkandy, Yajnik, as well as Dasgupta, 2017). Staff are generally simple to admit in addition to make use of brand new solu- tions. Since the features on the digital hrm technique are usually fairly full, it really is possible for workers to get the capabilities they want, therefore the workers can be practical and simple to work with,



which usually enhances do the job performance (Guobin Chen et. al 2020). This is certainly according to the simplicity seen in this specific document of which surely impacts the application of electronic digital hrm.

3rd, you will find a beneficial romantic relationship involving assisting problems and even purpose to consider E-HRM. The particular beta price is definitely zero. 201, the particular testosterone price can be 5. 684, then the importance is normally zero. 500. These kinds of check outcomes help this particular great marriage. Various other experts seen exactly the same effects. Typically the assisting circumstances have a very beneficial effect on typically the behavior purposes regarding implementing technological innovation (Montargot and Dan Lahouel, 2018). Deficiency of necessary assets together with ecological circumstances could have a bad impact upon consumers' choice to look at cellular purchasing companies (Madan and Yadav, 2018; Tarhini, El-Masri, Ali, and Montes, 2016). For instance, normally must request staff to create the function article. If you want written by hand details daily, this really is more complex. Yet digital hrm enables personnel to publish function reports whenever, anyplace, in spite of moment or even location. This can be a problem involving hrm offered by the business. This specific assisting situation definitely will favorably impact the using of digital hrm.

Last but not least, there exists a beneficial romance in between interpersonal impact plus intent to take on E-HRM. The particular beta worth is zero. 312, the particular d worth is 9. 851, and after that the importance can be zero. 1000. These types of test out benefits assistance this kind of impressive romantic relationship. Within a research in regards to the consumption of some sort of understanding program by simply instructors, claimed that will interpersonal effect, in such a case, the particular affect associated with managers, a new confident impact on the perceptions (Giunchi, Chambel de plus 's, 2015). Interpersonal impact is complex. Adjustments inside modern society allows visitors to use a lot more technologies. Colleagues' plus leaders' awareness plus utilization of electric hrm may affect staff make use of. There exists an event that will everybody knows could be the sensation of this crowd. In the event that folks with you make use of electronic digital hrm, workers can even apply digital hrm. Particularly, the business calls for staff members to utilize digital hrm. These types of genuine job circumstances assistance each of our results. Sociable impression includes a favourable plus immediate influence on electric hrm. Rawal et. al (2021), Poongodi et. al(2022), Ramesh TR et.al (2022), Ahila A et.al (2022), Muniyappan et. al(2022)

Implication plus factor of your results

There are a few consumers based on ranges that may utilize the investigation conclusions. The investigation reviewed typically the elements of which impact the intention of implement E-HRM. The particular policymaker belonging to the research is not simply the US government; it does not take provider plus the best supervisor within the THIS firms. To start with, government authorities hasten the introduction of technology in addition to technological innovation plus develop i . t, tools the weather is a great essential aspect. This kind of research simply demonstrates that will assisting the weather is the particular most significant situations meant for making use of E-HRM. alternatively, the particular THIS enterprise has to make use of E-HRM to control workers. Your research demonstrates typically the PU, PEOU, FC, and even CUANDO possess a favourable effect on the utilization of E-HRM. Therefore, the corporation ought to take notice of the simplicity of use for the program about enacting E-HRM, then this company ought to decrease the task plus justify the particular design. Considering the improve of your time along with the business expansion associated with place, the organization workers includes raise that will triggered several problems throughout hrm, yet E-HRM could much better maintain staff, therefore the recognized practical use can inspire personnel to make use of E-HRM used. When it comes to assisting ailments, the organization should maximize system products, for the reason that machines are finish, which can be good for staff members to use E-HRM. All of these help the business making decisions. Individuals are sociable together with interpersonal impact is normally unavoidable. Staff reside within culture. In case the around co-workers offer a beneficial affect, chances are they need E-HRM very quickly.

Interpersonal result plus devices the weather is 2 critical factors having an effect on E-HRM. This may be an assumptive expansion inside the framework from the fresh age. The simplicity in addition to efficacy nevertheless influence E-HRM, however it is comparatively smaller. This particular study may assist additional scientists for even more scientific studies and will assist these people build the correct structural part. The information of the examine provides to learn difficulties for a helpful device.



Throughout assumptive share, past studies did various research in W TAMTYM MIEJSCU. This particular ex-

plore plays a role in the particular E-HRM booklets by making use of an adult assumptive W TAMTYM MIEJSCU in the fresh circumstance through boosting the particular elements linked to UTAUT. Within the time period associated with W TAMTYM MIEJSCU, identified effectiveness and even mental attitude impact the behaviour motive, this particular analyze provides recognized convenience, assisting situations together with cultural impact. Typically the studies expose three parameters straight impact the meant behaviour. Inside the UTAUT, assisting disorders impact the actions purpose, the industry romantic relationship of which UTAUT is not trained in. Next, the objective regard- ing behaviour study, a lot of correctly focused entirely on typically the e-banking, e-government expert services, plus e-library, nevertheless couple of forked out awareness of area involving electronic digital hrm. 3 rd, your research information has long been put into the particular THAT community with regards to goal tendencies.

With regards to sensible side of the bargain, this particular analysis gives assistance for that using digital hrm inside businesses. First of all, the business need to positively employ digital hrm to boost function performance, training paperless business office plus conserve means. The second is, within the putting on digital hrm, we have to be aware of enhancing tools problems, for example community accelerates, storage space, in addition to reply rate. Since assisting situations is the main thing impacting employees' usage of digital hrm. Eventually, THIS experts can easily adjust to electric hrm, and the amount plus years contain benefits to take electronic digital hrm.

REFERENCES

1. Alalwan, A.A., Dwivedi, Y.K. and Williams, M.D. (2016). Customers' intention and adoption of telebanking in Jordan. *Information Systems Management*, 33(2), pp.154-178.
2. Arif, M., Ameen, K., & Rafiq, M. (2018). Factors affecting student use of Web-based services. *The Electronic Library*, 36(3), 518-534. doi:10.1108/el-06-2016-0129
3. Ayentimi, D. T., Burgess, J., & Brown, K. (2018). HRM practices of MNEs and domestic firms in Ghana: divergence or convergence? *Personnel Review*, 47(1), 2-21. doi:10.1108/pr-05-2016-0116
4. Azeem, M. F., & Yasmin, R. (2016). HR 2.0: linking Web 2.0 and HRM functions. *Journal of Organizational Change Management*, 29(5), 686-712. doi:10.1108/jocm-09-2015-0152
5. Barhoumi, C. (2016). User acceptance of the e-information service as information resource. *New Library World*, 117(9/10), 626-643. doi:10.1108/nlw-06-2016-0045
6. Batara, E., Nurmandi, A., Warsito, T., & Priyadi, U. (2017). Are government employees adopting local e-government transformation? *Transforming Government: People, Process and Policy*, 11(4), 612-638. doi:10.1108/tg-09-2017-0056
7. Berber, N., & Lekovic, B. (2018). The impact of HR development on innovative performances in central and eastern European countries. *Employee Relations*. doi:10.1108/er-08-2017-0188
8. Boekhorst, J. A., Singh, P., & Burke, R. (2017). Work intensity, emotional exhaustion and life satisfaction. *Personnel Review*, 46(5), 891-907. doi:10.1108/pr-05-2015-0130
9. Chiu, Y.-T. H., & Hofer, K. M. (2015). Service innovation and usage intention: a cross-market analysis. *Journal of Service Management*, 26(3), 516-538. doi:10.1108/josm-10-2014-0274
10. Choi, S. (2018). What promotes smartphone-based mobile commerce? Mobile-specific and self-service characteristics. *Internet Research*, 28(1), 105-122. doi:10.1108/IntR-10-2016-0287
11. Davis, F.D., (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS quarterly*, pp.319-340.



12. Dr Chok Nyen Vui is an Assistant Professor in School of Management & Business, Manipal International University, Malaysia. He holds a bachelor, master and doctoral degree from the University Putra Malaysia. He has varied work experience of teaching in the area of management and applications at undergraduate and postgraduate levels.
13. Dr Ridxuan Masri is an Assistant Professor in School of Management & Business, Manipal International University, Malaysia. He holds a Diploma and Bachelor from UiTM, master from University of Western Sydney, Australia and doctoral degree from the International Islamic University Malaysia. He has varied work experience of teaching in the area of marketing, management and applications at undergraduate and postgraduate levels.
14. MM Kamruzzaman, Bingxin Yan, Md Nazirul Islam Sarker, Omar Alruwaili, Min Wu, Ibrahim Alrashdi. (2022). Blockchain and Fog Computing in IoT-Driven Healthcare Services for Smart Cities. *Journal of Healthcare Engineering*, Volume 2022, <https://doi.org/10.1155/2022/9957888>
15. Dr Seena Biju is the Dean of and Professor (Operations) at the School of Management & Business, MIU, and Malaysia. She hold a Doctoral degree in the domain of Quality management and Six Sigma from Manipal Academy of Higher Education, Manipal, India. Her Academic expertise is in the domain of Quantitative techniques, Quality management, Applied Statistics, Operations Mangement and Operations research, including Multilevel modelling and Data Analysis in the areas of research.
16. Dr. Nur Shazana Abdul Rani is a Lecturer in School of Management & Business, Manipal International University, Malaysia. She holds a Diploma and Bachelor degree of Mass Communication from Universiti Teknologi MARA Shah Alam, while Master and Doctoral Degree in Media Management from the Universiti Utara Malaysia.
17. Edgar, F, Geare, A., Zhang, J. A., & McAndrew, I. (2015). Mutual gains or conflicting outcomes? How HRM benefits professionals. *International Journal of Manpower*, 36(8), 1248-1265. doi:10.1108/ijm-12-2014-0254
18. Giunchi, M., Chambel, M. J., & Ghislieri, C. (2015). Contract moderation effects on temporary agency workers' affective organizational commitment and perceptions of support. *Personnel Review*, 44(1), 22-38. doi:10.1108/pr-03-2014-0061
19. Gope, S., Elia, G., & Passiante, G. (2018). The effect of HRM practices on knowledge management capacity: a comparative study in Indian IT industry. *Journal of Knowledge Management*, 22(3), 649-677. doi:10.1108/jkm-10-2017-0453
20. Iqbal, N., Ahmad, M., M.C. Allen, M., & Raziq, M. M. (2018). Does e-HRM improve labour productivity? A study of commercial bank workplaces in Pakistan. *Employee Relations*, 40(2), 281-297. doi:10.1108/er-01-2017-0018
21. Kaushik, A. K., & Rahman, Z. (2015). Innovation adoption across self-service banking technologies in India. *International Journal of Bank Marketing*, 33(2), 96-121. doi:10.1108/ijbm-01-2014-0006
22. Kesharwani, A., Roy, S. K., & Singh Bisht, S. (2012). The impact of trust and perceived risk on internet banking adoption in India. *International Journal of Bank Marketing*, 30(4), 303-322. doi:10.1108/02652321211236923
23. Lai Mun Keong is a senior lecturer and program leader in Faculty of Accountancy, Finance and Business, Tunku Abdul Rahman University College. He completed his DBA in 2019, from Asia E University. He holds working experience of teaching in relate to innovation and entrepreneurship for undergraduate and postgraduate studies.
24. Lu, J. (2014). Are personal innovativeness and social influence critical to continue with mobile commerce? *Internet Research*, 24(2), 134-159. doi:10.1108/IntR-05-2012-0100
25. Y. Shi, S. Wang, S. Zhou and M. M. Kamruzzaman. (2020). Study on Modeling Method of Forest Tree Image Recognition Based on CCD and Theodolite. *IEEE Access*, vol. 8, pp. 159067-159076, 2020, doi:



10.1109/ACCESS.2020.3018180

26. Madan, K., & Yadav, R. (2018). Understanding and predicting antecedents of mobile shopping adoption. *Asia Pacific Journal of Marketing and Logistics*, 30(1), 139-162.
27. Makanyeza, C., & Mutambayashata, S. (2018). Consumers' acceptance and use of plastic money in Harare, Zimbabwe. *International Journal of Bank Marketing*, 36(2), 379-392. doi:10.1108/ijbm-03-2017-0044
28. Mansoori, K. A. A., Sarabdeen, J., & Tchantchane, A. L. (2018). Investigating Emirati citizens' adoption of e-government services in Abu Dhabi using modified UTAUT model. *Information Technology & People*, 31(2), 455-481. doi:10.1108/itp-12-2016-0290
29. Marakarkandy, B., Yajnik, N., & Dasgupta, C. (2017). Enabling internet banking adoption. *Journal of Enterprise Information Management*, 30(2), 263-294. doi:10.1108/jeim-10-2015-0094
30. Marescaux, E., De Winne, S., & Sels, L. (2012). HR practices and HRM outcomes: the role of basic need satisfaction. *Personnel Review*, 42(1), 4-27. doi:10.1108/00483481311285200
31. McDonald, K., Fisher, S., & Connelly, C. E. (2017). e-HRM Systems in Support of "Smart" Workforce Management: An Exploratory Case Study of System Success. 87-108. doi:10.1108/978-1-78714-315-920161004
32. McKeown, T., & Cochrane, R. (2017). Independent professionals and the potential for HRM innovation. *Personnel Review*, 46(7), 1414-1433. doi:10.1108/pr-09-2016-0256
33. Moghavvemi, S., Salleh, N.A.M. and Standing, C. (2016). Entrepreneurs adoption of information system innovation. Internet Research.
34. Montargot, N., & Ben Lahouel, B. (2018). The acceptance of technological change in the hospitality industry from the perspective of front-line employees. *Journal of Organizational Change Management*, 31(3), 637-655. doi:10.1108/jocm-10-2016-0192
35. Guobin Chen, Zhiyong Jiang, M.M. Kamruzzaman. (2020). Radar remote sensing image retrieval algorithm based on improved Sobel operator, *Journal of Visual Communication and Image Representation*, Volume 71, 2020, 102720, ISSN 1047-3203 <https://doi.org/10.1016/j.jvcir.2019.102720>
36. Murphy, K., Torres, E., Ingram, W., & Hutchinson, J. (2018). A review of high performance work practices (HPWPs) literature and recommendations for future research in the hospitality industry. *International Journal of Contemporary Hospitality Management*, 30(1), 365-388. doi:10.1108/ijchm-05-2016-0243
37. Neirotti, P., Raguseo, E., & Paolucci, E. (2017). Flexible work practices and the firm's need for external orientation. *Journal of Enterprise Information Management*, 30(6), 922-943. doi:10.1108/jeim-04-2016-0090
38. Rahman, M., Mordi, C., & Nwagbara, U. (2018). Factors influencing E-HRM implementation in government organisations. *Journal of Enterprise Information Management*, 31(2), 247-275. doi:10.1108/jeim-05-2017-0066
39. Rathi, N., & Lee, K. (2015). Retaining talent by enhancing organizational prestige. *Personnel Review*, 44(4), 454-469. doi:10.1108/pr-05-2013-0070
40. Soheili, F., Khasseh, A. A., & Mousavi-Chelak, A. (2017). The most influential researchers in information behaviour. *Aslib Journal of Information Management*, 69(2), 215-229. doi:10.1108/ajim-01-2017-0027
41. Tarhini, A., El-Masri, M., Ali, M., & Serrano, A. (2016). Extending the UTAUT model to understand the cus-



- tomers' acceptance and use of internet banking in Lebanon. *Information Technology & People*, 29(4), 830-849. doi:10.1108/itp-02-2014-0034
42. Venkatesh, V., Morris, M.G., Davis, G.B. and Davis, F.D., (2003). User acceptance of information technology: Toward a unified view. *MIS quarterly*, pp.425-478.

