

Safety Requirements and Modern Technical Requirements in Human Information Systems in Amman Hotels

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DOI: 10.6007/IJARBSS/v5-i1/1396 URL: <http://dx.doi.org/10.6007/IJARBSS/v5-i1/1396>

Abstract

This study aimed to demonstrate the availability of Safety requirements and modern technical requirements in human information systems in Amman hotels. an the most important results of this study is the availability of security and safety requirements in human information systems In Amman hotels and The adequacy of the information that it provided .and show that all departments are not connected by appropriate and effective communication networks in adequate form . Also sophisticated operating systems are not in use in adequate form for the devices that are used in human information systems, and modern computers are not available for employees who contribute in human information systems implementation.

The study recommended Amman hotels to increase the employee's awareness about the information security and safety. Also make a connection between all departments by more appropriate and effective communication networks in adequate form. And use more sophisticated operating systems in adequate form for the devices used in human information systems. Finally make modern computers available for employees who contribute in human information systems implementation.

Key word: Safety requirements, human information systems, Hotels,

Introduction

A safety and health policy is a written document which recognizes that safety and health is an integral part of the organization's business performance. It is a statement by the organization of its intentions and approach in relation to its overall safety and health performance and provides a framework for action, and for the setting of its safety and health objectives and

Organizations should develop the capabilities and support mechanisms necessary to achieve the safety and health policy, objectives and targets. All staff should be motivated and empowered to work safely and to protect their long-term health, not simply to avoid accidents.

An increasingly important role for food control systems is the delivery of information, education and advice to stakeholders across the farm-to-table continuum. These activities include the provision of balanced factual information to consumers; the provision of information packages and educational programmes for key officials and workers in the food industry; development of train-the-trainer programmes; and provision of reference literature to extension workers in the agriculture and health sectors.

Food control agencies should address the specific training needs of their food inspectors and laboratory analysts as a high priority. These activities provide an important means of building food control expertise and skills in all interested parties, and thereby serve an essential preventive function (FAO, 2011).

Study problem

The Study problem lies in a question about human information system in hotels sector in Amman that depends too much on human element, do Amman hotels concern about this systems? this study came to answer question about something which forms this systems, which is safety requirements and modern technical requirements and The adequacy of the information provided by these systems .

Study objective

This study aimed to demonstrate the availability of Safety requirements and modern technical requirements in human information systems in hotels sector in Amman. As well as clarification of the adequacy of the information which represents the output of this systems?

Importance of the study

The importance of the study lies in being one of the rare studies which talk about human information systems in hotels sector in Amman – according to researcher knowledge- .Its importance increases from being looking in hotels sector which play a key role in the formation of Jordan's economy .

Literature review

(Odah , 2013) The study aimed to recognize the reality of human information systems and its role in the effectiveness of administrative work in non-governmental organizations NGO In Gaza strip , the most important finding of the study was the existence of a relationship between the implementation of human information systems and the effectiveness of administrative work in associations , also it showed existence of technical requirements for this systems implementation . finally it recommended to activate and develop human information systems and reliance on licensed and integrated programs for operation systems .

(Jaber , 2011)The study aimed to recognize the effect of internal organizational factors on The efficiency of human resources management functions in public institution for Social Security , it showed existence of an effect of these factors on the efficiency of the functions of human resources management in the institution. One of the main recommendations that emerged from it, is to focus on all of the process of devolution of powers, as well as Specialty in working and giving incentives to employees, especially moral ones.

(Mayada , 2011) The research discussed the importance of training and development of human resources and the circumstances surrounding it In the field of construction industry, where the research sheds light on the human element requirements, the study pointed out the process of performance evaluation as an important process practiced by human resources management. The most important findings of the study is To educate decision makers about the role of human resources management as management, because they are often considered it as the first obstacle in not putting the human resources strategy as an effective element . The most important recommendations of the study was Attention to satisfying the psychological needs of individuals financially and morally and professionally, To increase production and productivity level

(Al-Otaibi , 2010)The study aimed to identify the effect of the use of information technology on the human resources performance at the International Academy of Australia, the study found that there was availability of appropriate infrastructure in the academy, and also There was existence of electronic educational services varying in means and tools. The study recommended To the practical orientation towards the use of Information Technology in Human Resource Management.

Stability of the tool

The stability of the tool has been tested by Cronbach's alpha coefficient test, and by Considering of the table (1) its clear that all values greater than 0.60 then there is stability in the study tool.

Table (1): Cronbach's alpha test results:

Fields	Alpha value
Safety and security requirements	0.82
Modern technical requirements	0.83
The efficiency of information	0.78
Total	0.85

Description personal and functional factors:

As shown in table (2) :

Age :

That rate of 45.75% of the study sample are over the age of 55 years, 16.99% aged between 26 and less than 36, the same ratio between the ages of 36 - and less than 45, 16.16% between the ages of 46 - and less than 55 years, and 4.11% is equal to or less than the age of 25

Qualifications:

That rate of 43.29% of the study sample Holds BA degree, 16.99% have a master's degree, 15.62% have medium diploma, 14.25% of respondents have a Higher Diploma , And 9.86% of them hold the Ph.D.

Job description:

That rate of 47.67% are employees, 27.67% are Heads of Departments, 13.97% are General managers, 6.30% have vice general manager description, and 4.38% from other descriptions.

Table (2) the frequencies and percentages for personal and functional variables of respondents:

	Variable	Percentage %	Frequencies
Age	Less than 25 years	4.11	15
	26 - <=36 years	16.99	62
	36 - <=45 years	16.99	62
	46 - <=55 years	16.16	59
	More than 56 years	45.75	167
Qualifications	medium diploma	15.62	57
	BA degree	43.29	158
	Higher Diploma	14.25	52
	master's degree	16.99	62
	Ph.D.	9.86	36
Job description	General manager	6.30	23
	vice general manager	13.97	51
	Head of Department	27.67	101
	employees	47.67	174
	Other	4.38	16

Hypotheses:

The first hypothesis: Safety and security requirements are available in the Human Information Systems in Amman hotels.

As shown in table (3), that except paragraph No. 5, all other paragraphs got greater than 3.00 for mean and significance levels less than 0.05 it means that it has Statistical Significance. Paragraph No. 4 which relates to inability of entering the human information system only by authorized persons at the first rank and a mean of 3.84. paragraph No. 3 which related to the availability of effective protection programs to protect the security and safety of the information and save it from being stolen at the second rank with a mean 3.79. Then paragraphs 1.2 came, respectively, at the third and fourth rank, Paragraph No. 6 which related to keep backups of the information which Included in the human information system came at the last rank with a mean of 3.67.

although Paragraph No. 5 has got a larger than 3.00 mean value but its level of significance is greater than 0.05, meaning it is not statistically significant, which means that there is no sufficient continuous awareness regarding to the safety and security of information

The paragraphs have got together 3.63 as mean value and level of significance less than 0.05, meaning it is statistically significant, therefore the first hypothesis is accepted where

Safety and security requirements are available in the Human Information Systems in Amman hotels.

Table (3): Mean standard deviations, the value of t and the level of significance for safety requirements:

no.	Paragraph	mean	standard deviation	T value	level of significance
1.	Technical things are maintained constantly	3.76	0.87	6.91	0.00
2.	specialized effective party carries out the maintenance and follow-up matters of occupational safety	3.71	0.77	7.35	0.00
3.	The availability of effective protection programs to protect the security and safety of the information and save it from being stolen	3.79	0.80	8.03	0.00
4.	inability of entering the human information system only by authorized persons to do so.	3.84	0.74	8.71	0.00
5.	Continuous awareness regarding to the safety and security of information.	3.03	0.80	0.31	0.75
6.	Backups keeping of the information which are Included in the human information system	3.67	0.84	6.28	0.00
	total	3.63	0.73	6.87	0.00

The second hypothesis: Modern technical requirements are available in the Human Information Systems in Amman hotels.

As shown in table (4) that with the exception of paragraphs No. 8, 9,12, all other paragraphs got mean value greater than 3.00 and significance levels less than 0.05, meaning it is statistically significant. Paragraph 10 which relates to using quick and clear Output devices to print human information systems outputs at the first rank with a mean of 3.81.while paragraph 7, which related to the use of all modern input devices required by the human information systems

came at the second rank with a mean of 3.77. whilst paragraph No. 11 which related to using sophisticated operating systems for devices that used in human information systems at the third rank and the last one of the paragraphs which is statistically acceptable with a mean 3.59.

although the paragraphs of number 8.11 have obtained a mean value greater than 3.00 , but the level of significance is greater than 0.05, meaning that the two paragraphs are not statistically significant, which means that all the departments are not connected by appropriate and effective communication networks in adequate form. Nor sophisticated operating systems are in use in adequate form to devices used in the human information systems.

Paragraph No. 9 has got to mean value less than 3.00, which means it is not statistically significant, meaning that modern computers for employees who contribute in human information systems implementation are not available.

The paragraphs have got together 3.32 as mean value and level of significance less than 0.05 ,which means they are statistically significant . where the second hypothesis is accepted, thus the modern technical requirements are available in the Human Information Systems in Amman hotels.

Table (4). mean , standard deviations , the value of t and the level of significance for modern technical requirements:

no.	Paragraph	mean	standard deviation	T value	level of significance
7.	all modern input devices required by the human information systems are used	3.77	0.87	7.06	0.00
8.	All departments are connected by appropriate and effective communication networks	3.04	0.70	1.43	0.16
9.	Modern computers for employees who contribute in human information systems implementation are available	2.63	1.08	-2.79	0.01
10.	quick and clear Output devices to print human information systems outputs are used	3.81	0.73	8.88	0.00
11.	sophisticated operating systems for devices that used in human information systems are used .	3.59	0.90	5.26	0.00
12.	Adequate courses in the security and integrity of the information Are	3.08	0.74	0.84	0.40

	conducted.				
	Total	3.32	0.68	3.93	0.00

The third hypothesis: The adequacy of the information provided by these systems is available

As shown in table (5) that all paragraphs got mean values greater than 3.00 and significance levels less than 0.05 which means that ,they are statistically significant. Paragraph No. 13, which relates to the availability of full demographic and functional information from human information system about hotel staff came at the first rank with a mean of 4.06. while paragraph 16, which relates the extent of clarity of penalties and bonuses for all employees came at the second rank with a 4.05 mean value, the paragraphs No. 14,20, 18, 17, 19, came at the following ranks respectively. paragraph No. 15 which relates to that the Human Information System shows the maturity dates for staff promotions came at the last rank with a mean of 3.67.

The paragraphs have got together the mean value larger than the 3.84 and a level of significance less than 0.05 ,meaning they are statistically significant .where the third hypothesis is accepted Thus The adequacy of the information provided by these systems is available .

Table (5): mean , standard deviations , the value of t and the level of significance for adequacy of the information:

N	Paragraph	mean	standard deviation	T value	level of significance
13	Human Information System provides full demographic and functional information about the hotel staff	4.06	0.72	11.60	0.00
14	Human Information System provides information about staff vacations quantitatively and qualitatively	3.86	0.77	8.88	0.00
15	the Human Information System shows the maturity dates for staff promotions	3.67	1.07	5.02	0.00
16	the Human Information System shows the penalties and bonuses for all employees	4.05	0.63	13.33	0.00
17	the Human Information System shows the Attendance Record	3.73	0.88	6.70	0.00
18	the Human Information System shows Staff salaries and various allowances	3.83	0.88	7.50	0.00
19	the Human Information System shows Decisions and circulars For the staff	3.70	1.05	5.36	0.00
20	The Human Information System shows dependencies of Functions to the administrations	3.85	1.24	5.11	0.00
	total	3.84	0.66	10.16	0.00

The study findings:

1. Safety and security requirements are available in the Human Information Systems in Amman hotels while Technical things are maintained constantly, specialized effective

party carries out the maintenance and follow-up matters of occupational safety, inability of entering the human information system only by authorized persons to do so, The availability of effective protection programs to protect the security and safety of the information and save it from being stolen and backups keeping of the information which are Included in the human information system but there is no continuous awareness regarding to the safety and security of information.

2. Modern technical requirements are available in the Human Information Systems in Amman hotels ,while all modern input devices required by the human information systems are used, quick and clear Output devices to print human information systems outputs are used and Adequate courses in the security and integrity of the information Are conducted but , All departments are not connected by appropriate and effective communication networks , sophisticated operating systems for devices that used in human information systems are not used and Modern computers for employees who contribute in human information systems implementation are not available.
3. The adequacy of the information provided by these systems is available ,while Human Information System provides full demographic and functional information about the hotel staff, Human Information System provides information about staff vacations quantitatively and qualitatively, the Human Information System shows the maturity dates for staff promotions, the Human Information System shows the penalties and bonuses for all employees , the Human Information System shows the Attendance Record , the Human Information System shows Staff salaries and various allowances, the Human Information System shows Decisions and circulars For the staff and finally, The Human Information System shows the dependencies of Functions to the administrations.

Recommendations

1. Amman hotels need to increase awareness regarding to the safety and security of information.
2. Amman hotels need to connect All departments by appropriate and effective communication networks
3. Amman hotels need to use sophisticated operating systems for devices that used in human information systems
4. Amman hotels need to provide Modern computers for employees who contribute in human information systems implementation.

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