

Factors Affecting Human Resource Managers Information Behavior

Authors : Sevim Oztimurlenk

Abstract : This is an exploratory study on the information behavior of human resource managers. This study is conducted by using a questionnaire survey and an interview. The data is gathered from 140 HR managers who are members of the People Management Association of Turkey (PERYÖN), and the 15 interviewees were chosen among those 140 survey participants randomly. The goal of this exploratory study is to investigate the impact of some factors (i.e., gender, age, work experience, number of employee reporting, company size, industry type) on HR managers' information behavior. More specifically, it examines if there is a relationship between those factors and HR managers' information behavior in terms of what kind of information sources they consult and reviews and whom they prefer to communicate with for information sharing. It also aims to find out additional factors influencing the information behavior of HR managers. The results of the study show that age and industry type are the two factors affecting the information behavior of HR managers, among other factors investigated in terms of information source, use and share. Moreover, personality, technology, education, organizational culture, and culture are the top five factors among the 24 additional factors suggested by HR managers who participated in this study.

Keywords : information behavior, information use, information source, information share, human resource managers

Conference Title : ICTMHRP 2022 : International Conference on Talent Management and Human Resource Planning

Conference Location : New York, United States

Conference Dates : August 08-09, 2022