

**EMPLOYEE INFORMATION SYSTEM AND ORGANIZATIONAL HEALTH OF PUBLIC
UNIVERSITIES IN RIVERS STATE**

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ABSTRACT

This study examined the relationship between employee information system and organizational health of public Universities in Rivers State. The study sought to examine how documentation management system influences community service health, functional learning and research output of Public Universities in Rivers State. To achieve this, three (3) objectives and hypotheses were employed for the study. The cross-sectional survey research design was adopted in this study. The population of the study consists of all the (VCs, Registrars, Deans, HODs and Secretaries) in the Public Universities in Rivers State. The total population for the study was 452. A sample size of two hundred and twelve (212) staff was drawn from the population of the study with purposive sampling techniques. The instrument for data collection was questionnaire, the instrument was validated by the supervisor, the statistical tool used for testing of hypotheses were Pearson Product Moment Correlation Coefficient Analysis formula with Statistical Package for Social Science (SPSS) version 20. The finding shows that, employee information system and organizational health has a significant relationship. The study concluded that employee information system positively affect community service health, functional learning and research output as well organizational health of Public Universities in Rivers State. Based on the findings, it was recommended among others that management team of Public Universities should keep and create various means of document management systems that will enhance organizational health of very Institutions, also that management team of Public Universities should establish functional learning that enables acquisition of knowledge, skills, and competencies for performing specific tasks or functions as well promote organizational health of institutions and that management team of Public Universities should ensure that research output embraces research activities that includes research publications such as journal articles, conference papers, books, patents, and technical reports that will enhance academic staff promotion as well institutional growth.

Key Words: *Employee, Information System, Organizational Health, Documentation Management System, Community Service Health, Functional Learning and Research Output.*

INTRODUCTION

In this technology-driven age, successfully managing the human resource is one key to an effective operation of any organization with the aim of achieving certain objectives and goals. The attainment of these goals depends largely on the availability of resources in the right kind, quantity, and mix. It has become imperative that the right individual is attracted and retained in order to bridge the workforce gap of now and the future (Hendrickson, 2003). This is achievable with information systems for proper identification of potential employee down to the efficient management and tracking of employee database. Organizations in this age and time must of necessity rely on information to flourish and thrive. There is no doubt about succeeding in a digital world of modernizing information system for human resources procurement.

Employee information system is a tool that lets you manage all the employee information under one roof, including their personal and professional information, their employment contract,

onboarding paperwork, appraisals history, offer letter, and so on. Both employees and HRs can access and edit the data and get an idea of who's who in the organization using the organization hierarchy present in the employee information system. It is primarily used for payroll processing, people management and document management by the HR department.

Employee information system is a concept concerning the utilization of Information Technology (IT) development and characteristics for effective managing of the Human Resource Management (HRM) functions and applications. Employee information systems is considered as a systematic procedure for collecting, storing, maintaining, and recovering data required by the organizations about their human resources, personnel activities and organizational characteristics (Kovach et al., 2002). Kovach and Cathcart (1999), argued that employee information system varies among organizations in relation to their size; it can be informal as the payroll records and time cards in a small organization. For the huge organizations corporate success depend on the coordinated strategic management and integration of the company's HR and IT. Employee information system has different uses and benefits; good improved employee information system helps organization generally in managing all HR information. It also helps in recoding and analyzing employees and organizational information and documents, such as employee handbooks, emergency evacuation procedures, and safety procedure (Fletcher, 2005; Lee, 2008; Ball, 2001; Martinsons, 1994). Employee information systems has administration benefits as well including enrollment, position changes and personal information updating completely integrated with payroll and the other financial software and accounting systems in organization (Martinsons, 1994; Fletcher, 2005; Lee, 2008; Ball, 2001). Therefore, literature shows that employee information system has been used in many organization to support their daily HRM operations (Ball, 2001; Barron et al., 2004; Hussain et al., 2007; Ngai and Wat, 2006; Delorme and Arcand, 2010). However, HRIS should not be used only for administrative daily purposes but also for strategic decision.

Nair et al., (2014) asserts that organizational health, it is essential to examine the aggregate health in relation to the health of various components of the organization. Systems theory underpins this aggregate health scenario. Systems theory was conceived by a reach of scholars as a means of examining and engaging with a miscellany of topics in complex organizational systems. The Theorists administrators were contrived to use organizational health as metaphor, they tried to make a similarity between the organization and the human body, which means the organization can be sick like the human body. Organizational health has been defined as, the organization's ability to successfully adapt to their environment, and create harmony among its members and to achieve its goals (Hoy and Miskel, 1991; Hoy and Tarter, 1997; Parsons et al., 1953; Chauvin, 2010; Fairman, 2015).

Gisleson, et al (2008) argued that organizational health is a new approach to study the organizational climate; it is a good tool that effect strategic performance of educational organizations. As far as the organizations operate in the constantly rapid variable nature of environments, the change in those organizations must be easy and organizational health is the best solution to achieve a state of flexibility in organizations for streamlined change, supported by the strategic perspective of performance in order to contain the dimensions of the internal and external organization environment.

The organizational health is a modern approach and it is special because of its vision of treating the occupational stress through two ways. First, to make both of the employees well-being and employee information system considerable; because having happy and satisfied employees, without performing efficiently and productively, will be nothing to the organization. Furthermore, an organization that works efficiently and productively at the expense of employees' well-being, will be without value because the organizational health is a modern form of human relationship school; accordingly, the organization improves employee well-being and organizational performance in the same time. Secondly, the organizational health perspective recognizes that employee well-being and employee information system are determined by both individual and

organizational performance (Murphy and Cooper, 2003). So, improving the organizational health comes about by making the employee information system to be connected with improving well-being of employees on a long term. Many investigations linked new product to employee information system as one of its dimension (Gholampour and Abdul Rahim, 2014). Documentation management system is one of Miles's employee information system dimensions that include that any system characterized by healthy must devise new procedures, and the search for new targets and produce new products.

Sustained organizational health is among the most powerful assets a company can build. Healthy companies generate total returns to shareholders three times higher than those of unhealthy ones (De Smet et al., 2014). Organizational health mission is to implement those diagnostic and development services that leads to improving the critical measures of organizational health that are statistically significantly correlated with raise the performance and productivity, and that, in turn, leads to a sustainable system success (Fairman, 2015).

Statement of the Problem

The researcher having observed the deficiency in public universities in Rivers State in employee information system that affects negatively the institutional health which seem to be the cause of reduction of the overall output of the public universities and in turn affects its health.

Although, many studies have been done by past researchers, this researcher after going through some related literature on Employee Information System and Organizational Health was not able to identify enough research based on the relationship between Documentation management system and community service health or Documentation management system and functional learning or Documentation management system and research output in the Public Universities in Rivers State. It is on this basis that this study is under taken to examine the perceived employee information system and organizational health among the Public Universities in Rivers State. Since there has not been any study of this kind among the Public universities in Rivers State, it gives the foundation and justification for carrying out this research.

Conceptual Framework

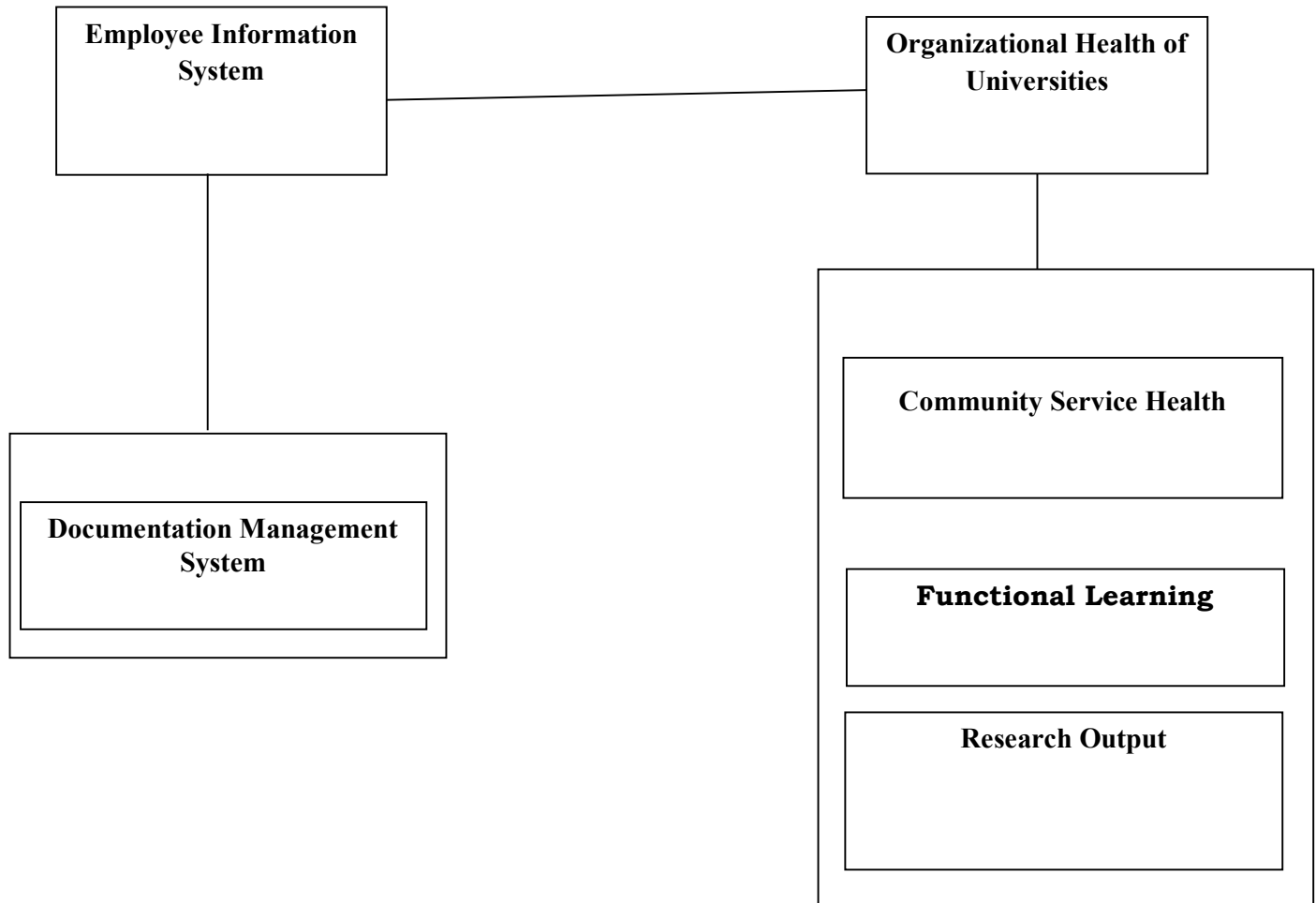


Fig. 1.1: Conceptual Framework showing Independent and Dependent variables of Employee Information System and Organizational Health and their Dimensions and measures.

Source: Njoku, C. C. and Nnoruka, I. R. (2023).

Aim and Objectives of the Study

The aim of this study was to examine the influence of employee information system on organizational health of Public Universities in Rivers State. The specific objectives of the study are as follows:

1. To examine how documentation management system influences community service health of Public universities in Rivers State.
2. To examine how documentation management system influences functional learning of Public Universities in Rivers State.
3. To examine how documentation management system influences research output of Public Universities in Rivers State.

Research Hypotheses

The following null hypotheses were formulated to guide this study.

Ho₁: There is no significant relationship between documentation management system and community service health of Public Universities in Rivers State?

Ho₂: There is no significant relationship between documentation management system and functional learning of Public Universities in Rivers State?

Ho₃: There is no significant relationship between documentation management system and research output of Public Universities in Rivers State.

Concept of Employee Information System

Employee Information System (EIS) is a cloud/web-based information system designed to allow organizations keep and manage employee database in other to view and maintain such information within a stipulated period and beyond, providing a robust and scalable solution which allows information gathering, storing, retrieval and update when and where necessary. The employee information system maintains employees' biographical information or record on the organizations portal (Beadles, Lowery & Johns, 2005). This information can be gathered at the point of application through the recruitment management system which for most organizations generates into the employee information system for successful candidates. In this age of technological advancement and globalization, it is imperative of organizations to manage their employee' details, monitor attendance, disseminate information, assign task via the Employee Information System. These are three types of employee information system:

- (i) Employee regulatory /Management System, ii) Employee database summary system
- iii) Employee Update System.

i) Employee Regulatory/Management System: EIS is a platform for the management and information regulation of the employee. Information grows and it is important for an organization to be able to digitize employee records for easy access for decision making. Human resources function has gone beyond the paper and file method and employees of this dispensation where technology thrives, look forward to an adequate management of their information for efficiency (Haines, 2010). The manual method of employee records management was associated with missing files and documents, dirty and dusty files etc. This system is put in place in other to maintain information from both the personal and official information of an employee within an organization helping to tackle the issue of the manual method. The employee management system covers: Generating an employee sign up and login parameter, Management and maintenance of employee portal account details and Management of employee real-time information.

ii) Employee Database Summary System: A digitized EIS keeps valuable details about employees of an organization in a central accessible point for rapid and easy use of such details for summary reports. According to Parry (2011), Employee information can be tracked with respect to task carried out within a period, time devoted to the task, leave records, promotion records, appraisal records, attendance records, disciplinary records, salary records etc. It is designed to provide vital records for the employee that can be summarized via the employee database summary system for prompt managerial decision making. Information under the database system is accurate and real timed.

iii) Employee Update System: EIS is designed to give room for employee update. There is certain information around the employee that does not assume a static position; this information leave a platform for upgrades, change and corrections examples of such information are promotion, appraisal, employee's salary, pay grade, job type, contact address, educational upgrade, medical, transfer etc. This system considers the unique and dynamic nature of the individual and his task. The change can be immediate or futuristic and can be applied even to a group of individuals in the organization.

Dimension of Employee Information System Documentation Management System

Document Management System - is a system based on software in the case of digital document management used to manage documents and reduce physical copies. The term has some overlap with the concepts of content management systems (Green, 1993). It is often seen as a component of content management, related to digital asset management, document imaging, and work systems and for data management systems.

Zandbergen, (2017), state that a document management system (DMS) is a system (based on computer programs in the case of the management of digital documents) used to track, manage and store documents and reduces paper. Document management system is a computer program that functions to manage digital document. The included feature in document management system is tracking, managing, and storing documents. The advantage of using document management system for organization is enable them to keep and create various types of document, and document management system offers different users to modified records. Other than that, document management system also related and consist of enterprise content management components, such as asset management, document imaging activity, workflow system and records management system activities.

Concept of Organizational Health

The culture of organizational health is an essential matter that is shared by all members of the organization. It helps to regulate the working environment and behaviors for human resources within an organization. Therefore, its promotion and influence yields employee effectiveness and efficiency (Lin and Lin, 2014). So, institutional leadership must give due right and attention to achieve the best from the staff's sweat towards institutional effectiveness (Sokol et al., 2015). Meanwhile, many scholars have different ways of looking at organizational health for instance; Yang states that issues of gender consideration were paramount in the improvement of institutional climate and performance satisfaction in Taiwan universities. Likewise Sokol, et al., (2015) found out that organizational climate as a sub dimensional factor of organizational health was so influential on students innovation and creativity. It means that more attention given to this aspect of institutional environment the more productivity students will be.

Iljins, et. al., (2015) state that for an institution to achieve change and effective performance it requires to have proper planning and implementation of job satisfaction, stability, team work, staff empowerment, team orientation and job description, open communication and discussion, autonomy and reward system. Meanwhile, Tiwari, (2014), found out that support from supervisors, clearly stated goals of the organization, interpersonal relationship, harmonious working environment and relationship, provision of advice towards problem solving, staff rewards and promotion, readiness to change, corresponding norms with change, attractive salary and other benefits, procedures and systematic policies, clearly stated institutional priorities, provision of assistance and care whenever its necessary were the key issues toward staff efficiency and effective performance in Indian colleges and universities. Whereas in a study done in Portugal by Natario et al. (2014), it was found that leadership, assessment of staff performance, working condition, motivation, satisfaction, interpersonal relationship, job training and development, commitment and functioning teams were the ingredients used towards effective organizational health in higher education institutions. Similarly, a study done in Malaysia by Hong et al. (2014) on the same subject established that initiating structure, academic emphasis, consideration, institutional integrity, morale, resource support and upper management are dimensions for measuring organizational health. Therefore, institutional leadership should make plans clear, orient the new workers, and communicate frequently on the institutional progress to avoid unnecessary questions and gossiping among the staff.

The rapid and unpredictable changes today place a lot of pressure on university existence vis-a-vis institutional transformation. The intensity of international rankings and competition are pressing

universities to change from the known traditional scientific management approach to institutional performance (Yang, 2015). Moreover for the institutions to attain credible work and recognition, they must ensure that they have strong personnel with needed skills, knowledge and experience to enhance these institutions sustainable development and transformation in the era of competition (Ballerini, 2017; Nordin, 2011). However, these institutions cannot attain quality staff and performance without prior attendance to factors that influence organisational health (Nordin, 2011; Yang, 2015). Since organisational health plays a key role in institutional stability, community service health, functional learning and research output is supposed to play a greater role in ensuring that staff and students work are conducive and attractive environment so as to meet the stake holders expectations (Demirtaş, 2015; Hayford, 2016; Penava, 2014).

Measures of Organizational Health

1. Community Service Health: Community service is an extracurricular activity for numerous students (it is a graduation requirement at some schools) and many school/district mission statements address the responsibilities of good citizenship and community responsibility as well as how students can contribute responsibly to endeavors beyond the classroom through independent ventures and/or school sponsored activities.

Defining Community Service from the early 1900s to the present, the terminology used to describe the activity of community service has ranged from service learning, to civic engagement, volunteerism, citizenship education and civic responsibility, to community service. Although, the definitions vary, understanding what community service is distinguishes it from other forms. In every instance of community service, two elements are always found: the work done is unpaid, and the community (individual or group) is benefited. For the purpose of this study, community service is a way for students to help others by volunteering their time, effort, or talents and is performed to benefit at least one other unrelated person without compensation. Service-learning is defined by Learn and Serve: America's National Service-Learning Clearinghouse as a course-based, credit bearing educational experience in which students (a) participate in an organized service activity that meets identified community needs, and (b) reflect on the service activity in such a way as to gain further understanding of course content, a broader appreciation of the discipline, and an enhanced sense of personal values and civic responsibility (Bingle & Hatcher, 2009). The National Youth Leadership Council's (NYLC, a nonprofit organization established at the University of Minnesota), founder, president, and CEO said, "Service-learning combines classroom instruction with reflection and meaningful service to the community" (National Youth Leadership Council, 2010).

Presently in Massachusetts, vocational technical high schools use a similar concept that strengthens ties between the schools and the business community. The businesses provide both paid and unpaid opportunities for the students to gain experience in the field of their choosing which can prepare students to become marketable when they graduate from the vocational technical high school. At the university level, cooperative learning provided students with experiences at home and abroad to help them develop the knowledge, awareness, perspective, and confidence to transform their lives (Northeastern University, 2012). Northeastern University was one of the pioneer universities more than 100 years ago to bring this concept to fruition. Although not the definition of community service, it was a way to have 13 community involvements within the schools and universities to provide work-based learning experiences for the students. When the students cooperative education experience in unpaid, some schools consider this experience as part of the students community service requirement.

For the purposes of this study, community service was considered to mean that activity which promises to connect meaningful service in the school or community with academic learning and civic responsibility, raising a student's familiarity with social issues and addressing aspects of social issues such as homelessness and hunger. Additionally, the Somerset Middle School Community Service Committee definition was used: community service is a way for students to help others by

volunteering their time, effort, or talents and is performed to benefit at least one other unrelated person without compensation. The nonprofit Massachusetts Service Alliance, established in 1991, serves as the state commission on community service and volunteerism. The Alliance's definition of service includes both community service and service learning: Community Service Learning (CSL) is a 38 teaching and learning strategy that integrates meaningful community service with instruction and reflection to enrich the learning experience, teach civic responsibility, and strengthen communities. It can be used to teach students in all subjects and grades and can range from a single student to an entire school (Massachusetts Service Alliance, 2012).

2. Functional Learning: Functional learning according Wikipedia is the learning of continuous functional mappings relating stimulus and response continua. Through functional learning, an organism (human or animal) acquires a judgment rule for correctly assigning each stimulus value encountered in a certain domain to one and only one response value.

Musielak, Chasseigne, and Mullet, (2006), asserts that functional learning can be understood as the process of acquiring knowledge and skills that are applicable to real-life situations. This approach focuses on developing practical skills and competencies that enable individuals to navigate everyday challenges. Several studies highlight the importance of functional learning in promoting student engagement, motivation and academic achievement.

The functionalist theory of education focuses on how education serves the needs of society through development of skills, encouraging social cohesion and sorting of students. According to functionalists, the role of schools is to prepare students for participation in the institutions of society.

3. Research Output: Research output according to Zainab, (2001), is an outcome of research which appears in print and is usually embodied in research communications in the formal sense. Similarly, Edem, (2004), defined research output as the number of books, chapters in books, journal articles and other related research output such as bibliographies, abstracts and indexes that are published.

From the above, it can be deduced that research output as used here in this study therefore, is expressed by the entirety of researches conducted by academic librarians in their respective Universities in their career over a specified time frame. Holden, Rosenberg and Blaker, (2005), observed that the peer-reviewed publications are the primary unit by which academic faculties and educational programmes are judged, and of course publication output is one of the major determinants of academic staff productivity (Popoola, 2008). It enables academic staff members to share insight, demonstrate academic scholarship, gain recognition for creative thinking and finally to develop a reputation for expertise in a specialty area.

In the very recent times, evaluation of research output of scholars and, or academics has centered around numerical index quantification, and indices such as h-index, g-index and eigen factor, are now dotting the landscape of citation analysis.

During the last 14years, the introduction of h index by Hirsch (2005) has provided enormous impetus in finding tools to quantify the research output of individual scientists, University faculties and research institutions. This index - introduced by Jorge E. Hirsch combines the author's article count and citation count into a single value. Hirsch states that a scientist has index h if h of his/her N_p papers have at least h citations each, and the other ($N_p - h$) papers have no more than h citations each (Hirsch, 2005). It is one of the most well-known methods of estimating publication output and impact in order to assess its validity (Birks et. al, 2014). The advantage of the h-index is that it combines an assessment of both quantity (number of papers) and quality (impact, or citations to these papers) (Glänzel, 2006). it is important to note that an academic cannot have a high h-index without publishing a substantial number of papers.

Research output is very important not only to the academic staff but also to academic institutions. It has remained an invaluable yardstick for measuring academic staff productivity and enables academic staff members to share insight, demonstrate academic scholarship, gain recognition for creative thinking and finally to develop a reputation for expertise in a specialty area. In any field of

specialization, research provides current information for growth, progress and improved society. Research output in this study is viewed or defined in the light of the outcome of research involving the careful investigation of interests, with the aim of exploring existing understandings and/or seeking practical solutions to existing problems or issues which may be published or unpublished. Publication count is an indicator of research productivity and is used to rank faculties and academic institutions (Narin & Hamilton, 1996; Toutkoushian, et al., 2003; Liu and Cheng, 2005; Meho & Spurgin, 2005). In an ideal situation research outputs extend and trigger scholarly discussions between practitioners and educators, both of whom are producers and consumers of such publications.

Theoretical Review

This paper, however, discusses theories that signify employee information system and are relevant for the present study.

Relational Databases

This study is anchored on Conolly and Begg, (2004), Relational Databases theory.

A data model is an integrated collection of concepts for describing data, relationships between data, and constraints on the data used by an organization (Conolly & Begg, 2004). A data model essentially attempts to represent the data requirements of an organization or the part of the organization, which is to be modeled. According to (Conolly & Begg 2004), it can be thought of as comprising of three components: Structural part, consisting of a set of rules that define how the database is to be constructed, Manipulative part, defining the types of operations allowed on the data and a set of integrity rules, which ensures that the data is accurate.

Integrity: Due to business rules outlined in the conceptual design of a database, there is need for constraints in the logical design of a database. An integrity constraint is a constraint that promotes the accuracy of the data in the database (Oppel, 2004).

Entity-Relationship modeling

Once the requirements gathering part of the database system development project is complete then, it is time for the next database design phase, which is Entity-Relationship modeling (ER modeling). Entity relationship modeling is the process of visually representing entities, attributes, and relationships, producing a diagram called an entity relationship diagram (ERD) (Oppel 2004). ER modeling is a top down approach to database design (Connolly & Begg 2004). We begin by identifying the important data called entities, and relationships between the data that must be represented in the model. Peter Chen developed the original ERD format in 1976.

Since then, vendors, computer scientists, and academics have developed many variations, all of them conceptually the same.

Information Management Practices

The status and importance of information management in organizations were mentioned in many studies conducted on management (Costa et al., 2020). Information management involves issues related to the information that a firm collectively knows how this information is obtained, whether it is used efficiently, as well as developing applications to manage this information, and achieving sustainable advantages (Ruuska, 2005). The process of information management practices in businesses generally takes place in five stages, that is, the establishment, acquisition, classification and storage, transfer, sharing of the information system and its use, and evaluation (Liao, 2003). The information management system is an integrated user-machine system that provides information to support an organization's operations, management, and decision-making functions. System computers use manual procedures, analysis, planning, control and decision-making models, and a database (Ngirigacha et al., 2019).

Information management systems integrate people, processes, and technology to achieve sustainable results. In these systems, using the collected and produced information and putting it into practice is essential (Alsalim & Mohamed, 2013). Uzun and Durna (2008) argue that information should be used after determining the right time and the right place. Each organization is classified by its members, after obtaining the necessary information, according to its own structure, objectives, culture, and strategy. Information management practices involve the perception, collection, regulation, processing, and maintenance of information. The performance levels an organization can achieve depend on its ability to manage and use information resources to help its overall performance (Ajibade, 2016).

METHODOLOGY

The cross-sectional survey research design was adopted in this study. The population of the study consists of all the (VCs, Registrars, Deans, HODs and Secretaries) in the Public Universities in Rivers State. The total population for the study was 452. A sample size of two hundred and twelve (212), VCs, Registrars, Deans, HODs and Secretaries, was drawn from the population of the study with purposive sampling techniques. A total of two hundred and twelve (212) copies of the questionnaires were distributed personally through face-to-face contact and all distributed questionnaire copies were retrieved. The primary source of data gathering was adopted through questionnaires data collection. The instrument was validated by my supervisor and other experts in the field of Office and Information Management and corrections were made to enable the questionnaire stand the test of both content and face validity. The researcher carried out the reliability test-re-test instrument using the Cronbach's Alpha Correlation Coefficient. The result of the reliability test carried out using statistical analysis software, statistical package in Social Sciences (SPSS) version 20, showed Cronbach's Alpha Coefficient Correlation of 0.80. The study employed mean score procedure in analysis of the responses collected to answer the research questions while Pearson Product Moment Correlation Coefficient was used to analyze the null hypotheses at 0.05 significant level. The choice was used to find out if significant relationships exist between Employee information system and organizational health.

RESULTS

Hypothesis One

Ho₁: There is no significant relationship between documentation management system and community service health of Public Universities in Rivers State.

Table 4.1: Correlation analysis showing relationship between documentation management system and community service health

Correlations		DMS	CSH
DMS	Pearson Correlation	1.000	.775
	Sig. (2-tailed)		.000
	N	212	212
CSH	Pearson Correlation	.775	1.000
	Sig. (2-tailed)	.000	
	N	212	212

***Correlations significant at the 0.05 level (2-tailed)**

Source: SPSS Output Data, 2023

The result on table 4.1 above showed the summary of Pearson Product Moment Correlation coefficient on relationship between documentation management system and community service health of Public Universities in Rivers State. The table shows r value of .775 at a significant level of 0.00 which is less than the chosen alpha level of 0.05. Since the significance value 0.000 is less than the alpha level of 0.05, the null hypothesis (HO₁) which states that, there is no significant

relationship between documentation management system and community service health of Public Universities in Rivers State was rejected and the alternate hypothesis is accepted. This implies that, there is a significant relationship between documentation management system and community service health of Public Universities in Rivers State

Hypothesis Two

Ho₂: There is no significant relationship between documentation management system and functional learning of Public Universities in Rivers State.

Table 4.2: Correlation analysis showing relationship between documentation management system and functional learning

Correlations		DMS	FL
DMS	Pearson Correlation	1.000	.881*
	Sig. (2-tailed)		.001
	N	212	212
FL	Pearson Correlation	.881*	1.000
	Sig. (2-tailed)	.001	
	N	212	212

***Correlations significant at the 0.05 level (2-tailed)**

Source: SPSS Output Data, 2023

The result on table 4.2 above showed the summary of Pearson Product Moment Correlation coefficient on relationship between documentation management system and functional learning of Public Universities in Rivers State. The table shows r value of .881* at a significant level of 0.00 which is less than the chosen alpha level of 0.05. Since the significance value 0.000 is less than the alpha level of 0.05, the null hypothesis (HO₂) which states that, there is no significant relationship between documentation management system and functional learning of Public Universities in Rivers State was rejected and the alternate hypothesis is accepted. This implies that, there is a significant relationship between documentation management system and functional learning of Public Universities in Rivers State

Hypothesis Three

Ho₃: There is no significant relationship between documentation management system and research output of Public Universities in Rivers State.

Table 4.3: Correlation analysis showing relationship between documentation management system and research output

Correlations		DMS	RO
DMS	Pearson Correlation	1.000	.741
	Sig. (2-tailed)		.000
	N	212	212
RO	Pearson Correlation	.741	1.000
	Sig. (2-tailed)	.000	
	N	212	212

***Correlations significant at the 0.05 level (2-tailed)**

Source: SPSS Output Data, 2023

The result on table 4.3 above showed the summary of Pearson Product Moment Correlation coefficient on relationship between documentation management system and research output of Public Universities in Rivers State. The table shows r value of .741* at a significant level of 0.00 which is less than the chosen alpha level of 0.05. Since the significance value 0.000 is less than the alpha level of 0.05, the null hypothesis (H_0) which states that, there is no significant relationship between documentation management system and research output of Public Universities in Rivers State was rejected and the alternate hypothesis is accepted. This implies that, there is a significant relationship between documentation management system and research output of Public Universities in Rivers State

CONCLUSION

The study concluded that employee information system is mostly as a result of an increase of documentation management system has a significant relationship with community service health, functional learning and research output as well organizational health of Public Universities in Rivers State.

RECOMMENDATIONS

Based on the findings from this study, the following recommendations were made.

1. Management team of Public Universities should keep and create various means of document management systems that will enhance organizational health of very Institutions.
2. Management team of Public Universities should establish functional learning that enables acquisition of knowledge, skills, and competencies for performing specific tasks or functions as well promote organizational health of institutions.
3. Management team of Public Universities should ensure that research output embraces research activities that includes research publications such as journal articles, conference papers, books, patents, and technical reports that will enhance academic staff promotion as well institutional growth.

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