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Evaluation effect of management information system implementation on personnel resistance causes in Isfahan power plant management corporation in Iran

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Abstract

The objective of the present research is to assess roles of management information system implementation on personnel and managers resistance causes in Isfahan Power Plant Management Corporation in Iran.

The research questions were based on effects of management information system implementation on individual, group – social and organizational resistance causes of personnel and managers.

With regard to this matter, in this research, the researchers intended to study the effects of management information system implementation on the resistance causes of personnel. Thus the research methodology has been of descriptive with survey research.

The findings of research indicated that management information system implementation created individual resistance causes in personnel. But has not created group – social and organizational resistance causes on personnel. Thus, overall it was concluded that management information system implementation created personnel resistance causes. On the other hand, research findings showed that management information system implementation did not create individual, group – social resistance causes on managers. But created organizational resistance causes. Overall, it was concluded that management information system implementation did not create managers resistance causes.

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Keywords :Information Systems, Management Information System, Resistance to Change.

1 .Introduction

Every aspect of management in the modern age relies heavily on information to thrive. Today nothing moves forward without information and it is generally believed that information is power and that he who has it has power. Changing circumstances and environments have necessitated the need for the proper dissemination of information

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at various levels of management]1.[

An information system is a set of components which collect, retrieve, process, store and transfer information with the purpose of decision-making, control and analysis for management and relates the subsets of an organization[3].

There are several reasons for failure of information systems in the organizations .Generally speaking, a project fails when it cannot be appropriately responsive to the determined goals, expectations and specific features of that project .Some of the above mentioned reasons for the failure of information systems’ set up are as of the following : 1 .Human factors 2 .Technical factors 3 .Managerial factors and 4.Economy factors]4.[The present study aims to investigate the failure reasons of information systems from the point of human factors’ perspective .

There are different types of information systems which are developed based on organizations’ needs .One of them is management information system which is studied and analyzed in this study.

Since any kind of changes in the organizations such as setting up a management information system is naturally resisted by the personnel of those organizations, a recognition and detection of the reasons behind such plans and trying to reduce such causes of resistance plays a major role in the appropriate implementation of these systems . Recognitions of such resistances helps top managers to reduce the probability of their organizational failure and increases the probability of their success which may results in productivity and effectiveness of their organizations.

The objective of present study is to investigate the effect of management information system implementation on personnel resistance causes in Isfahan Power Plant Management Corporation in Iran..Therefore it seeks to determine the role that management information system implementation plays in the causes behind personnel resistance in Isfahan Power Plant Management Corporation in Iran.

2.Information systems

Obrin)1997(believes that there are two types of information systems :1 .Operation support systems which supports the required information processing for daily business affairs and transactions 2 .Management support systems which supports the prerequisite for top, middle and supervisory levels management decision making]6.[

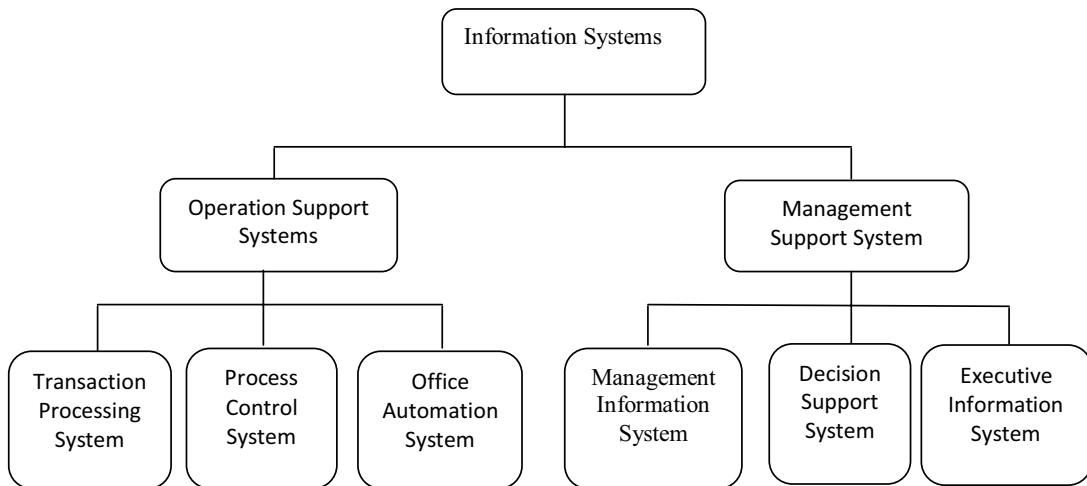


Figure 1 :Kinds of Information systems]2.[

Management information system is one of the second generation information systems which was designed in the middle of 1960s in order to obviate managers’ needs]8.[Management information system is a system which primarily collects data, records and filters organizational operation and finally offers the selected information to managers so they can produce the information needed for decision making]5.[

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