

Suggested HRIS Evaluation Interview Themes (After WHO 2004)

Area	Major Variables to Be Covered	Mode of Data Collection	Collector
Data generation and report complication	Data quality (timeliness, completeness, accuracy, reliability) Correct computing indicators Appropriateness of data sources Extent and nature of problems met by health center staff on data entry and report generation Adequacy of forms to meet the needs of the national, provincial, district and village levels.	Key informant interviews and/or focus group discussion	HRIS Evaluation Team
Data utilization	Extent and nature of interaction among staff at different levels on the HRIS forms and reports By whom and how data generated from the HRIS are utilized at the national, provincial, district and village levels.	Key informant interviews and/or focus group discussion	HRIS Evaluation Team
Computer software and hardware	Extent and nature of problems in data entry and report generation at the national, provincial, district and village levels Adequacy of the software to meet the needs of the provinces and districts, as well as at the national level Problems met with the software.	Review of logbook of computer problems	IT Specialist
Training	Assessment of the training of data users and data providers Assessment of the training of trainers Assessment of the training on the use of the software Assessment of the user's manual for the software.	Key informant interviews and/or focus group discussion	HRIS Evaluation Team
Monitoring	Monitoring activities and strategies used at the national, provincial and district levels. Of particular importance are monitoring activities for the following areas: System sustainability and security Data quality Stakeholder Leadership Group and sustainability Utilization. Monitoring activities at the national and provincial level on the use of the software.	Key informant interviews and/or focus group discussion Review of records and logbook	HRIS Evaluation Team

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General	Supply forms, computer supplies and other materials needed for the various components of the HRIS Forms and sources of additional support needed at the national, provincial, district and village levels.	Key informant interviews and/or focus group discussion	HRIS Evaluation Team