

ROLE OF e-HRM

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ABSTRACT

Information technology is altering the manner HR department's handle documentation maintenance and information sharing. It decreases the paper work substantially and allows easy access to voluminous data. The processing and transmission of digitalized HR information is called Electronic Human Resource Management (e-HRM). e-HRM is the comparatively new expression for this IT supported HRM, particularly during the use of web technology. The quick improvement of the internet through the final decade has boosted the performance and function of e-HRM. This study shows that e-HRM aims at transforming the HR functions keen on paperless, extra flexible and resource competent and too helps the organization to develop employee competences. The study also finds a connection among various demographic variables and height of satisfaction of employees towards e-HRM system of their particular organizations. However, e-HRM has been known as its positions as the active side of Human Resource Management. By means of implementing HR Strategies, policies, and Practices. In recent years e-HRM is being used in mainly of the huge companies as well as organization and is between the primary organization systems in HRM which its application are measured to be extremely effective and cost-effective. And we attempt to recommend to an implicit model to recognize the nature, objectives, policies and strategies and e-HRM system outputs in order to explain the function of this system.

KEYWORDS: e-HRM, Information Technology, Employee Satisfaction, e-HRM Role, Human Resources.

Introduction

Technology development is one of the controlling dynamic services. It has reshaped the technique we communicate, survive, work and also the system a business is conducted. An original measurement of organization sustainability has emerged in the extent of HRM. The scientific developments have brought huge changes in the organizational situation, employees and HRM in form of E-HRM. E-HRM can be measured as a multilevel experience to execute HR actions. E-HRM is in the essence of transfer of HR functions to organization and employees. They contact this function via intranet or additional web-technology channels. The processing and transmission of digitalized HR information is called Electronic Human resource management (e-HRM). e-HRM is the function of IT or HR practices which enables simple relations within employee and employers. e-HRM decreases the paper effort substantially and allows simple contact to voluminous information. The employee can also remain way of his/her achievements without having to exit during litigious producers. It can also be used for execution of different HR strategies. The permission of different HR functions can be spread through e-HRM.

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Great changes have been brought to our economy, society and culture with the rapid development of science and technology, especially the usage of Internet and computer technology. Over the last few years, with the appearance of these technologies, a new wave of human resource management (HR) technology known as electronic human resource management (E-HRM) has emerged (Hooi,2006). The term E-HRM was coined in the 1990s and refers to conducting HRM activities with use of the Internet or the Intranet. (Lenbrnick-Hall & Mositz, 2003).

Types of e-HRM

Lepak and Snell (1998) distinguished three areas of HRM as, operational HRM, relational HRM and transformational HRM.

- **Operational HRM:** e-HRM is concerned with administrative function like payroll, employee personal data, etc.
- **Relational HRM:** e-HRM is concerned with supportive business process by the means of training, recruitment, performance management, and so forth.
- **Transformational HRM:** e-HRM is concerned with strategic HR activities such as knowledge management, strategic re-orientation, etc.

Role of E-HRM

Classical human resources management (HRM) includes the recruitment, selection, development, compensation, retention, evaluation, and promotion of personnel within an organization (Bernardin & Russel, 1993), which could be mostly transferred to the virtual world. Therefore, the HR profession faces an important challenge with new E- HRM and virtual actions encountered in the business world. However, E-HRM has been known as its position as the dynamic version of HRM. E-HRM functions share similarities with HR management functions, which are planning for organizations and jobs for people, acquiring human resources, building individual and organizational performance, rewarding employees, maintaining human resources (Fisher, Schoenfeldt, & Shaw, 1996). Using E-HRM technology is a way of implementing HR strategies, policies, and practices. The E-HRM technology supports the HR function to abide by the

HR needs of the organization based on the network (Ruel et al., 2004). The E-HRM technology provides a portal which enables managers, employees, and HR professionals to view, extract, or alter information which is necessary for managing the HR of the organization. Additionally, with the use of E-HRM, fewer HR professionals are needed since E-HRM eliminates the "HR middleman".

HR executives are counting on technology and the information it provides to help them drive decisions that will lead to success of the organization as a whole. Snell, Stueber, and Lepak (2002) note that HR can be more strategic, flexible, cost-effective applied with the E-HRM practice. It has been pointed out that IT has the potential to reduce administrative costs, increase productivity, speed response times, enhance decision- making, and improve customer service all at the same time. The need for cost reduction, higher quality services, and cultural change are the three main forces that drive corporations to seek IT-driven HR solutions (Yeung & Brockbank, 1995). The rapid development of the Internet during the last decade has boosted the implementation and application of electronic human resource management (Strohmeier, 2007). According to Strohmeier (2007), E-HRM is the application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities. Virtual HR is emerging owing to the growing sophistication of IT and increased external structural options (Lepak & Snell, 1998). Surveys of HR consultants suggest that both the number of organizations adopting E-HRM and the depth of applications within the organizations are continually increasing. IT is beginning to facilitate firms to deliver great HR services. Many experts forecast that the personal forecast will become the main tool for all HR professionals (Kovach & Cathcart, 1999).

HRM helps to achieve higher performance through the rapid development of technological innovation. Technology innovation could serve as an approach to enable HR function to focus more on value-added activities so as to realize the full potential of technology and organizational strategy (Shrivastava et al., 2003). The biggest benefit of applying e-HRM practice is the freeing of HR staff from intermediary roles so that they can focus on strategic planning in human resource organization and development (Pinsonneault & Kraemer, 1993).

Objectives of the Study

The proposed study aims to deal with the following objectives:

- To study the role of E-HRM.
- To explain the importance of E-HRM in organization.
- To automate employee related information.
- To understand the challenges in implementing E-HRM in the organization.

Research Methodology

- **Research Design:** I did Descriptive study.
- **Research Tools:** I did secondary Research. I collected information from the internet from various website, journals, and magazines.

Conclusion

e-HRM is a web-based tool to automate and support HR processes. Human resources are considered as the most expensive resource in any organization; therefore, they need careful management. e- HRM (Electronic Human Resource Management) is advance business solution which provides a complete on-line support in the management of all processes, activities, data and information required to manage human resources in a modern company. The goal of human resources management is to make sure that a company has the right number of people with the required knowledge, skills, abilities and competencies, in the right place, at the right time, at an affordable cost and who are motivated and determined to achieving the current and strategic need of a firm. E-HRM practice provides a more efficient and strategic way of working to reach the goals. E- HRM facilitates human resource functions with the chance to create new avenues for committing to organizational success. Therefore e-HRM is way of doing HRM

Li Ma, Maolin Ye (HRM) activity; not only complementing it, but often even substituting it (Martin, Alexander, Reddington, & Pate, 2006). In order to meet the demands of today's knowledge-based economy, it is almost a must for companies to maximize the potential and productivity of their employees, a goal towards which HRM information systems and E-HRM could be of help.

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