

“Effectiveness of Electronic Resource Management (E-HRM): A Perspective”

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Abstract

E-HRM deals us not only the way of applying Human Resource strategies but also the programme and practices. It has several vital essentials to deal with human resources. E-HRM helps in the implementation of information technology. This also helps in the allocation of mortal resources.

This technology is very important for delivering the information. In this paper we have mentioned not only the significance of E-HRM but also the effectiveness of Electronic Human Resource with special focus on Human Resource Management.

Keywords: - E-HRM, HR, WEB Technology, Information Technology.

Introduction and Review of Literature.

The terminology of HRM was first used in 1900 (Lengnick & Mortiz, 2003).

Further, it was widely used in 1960's, this helps in the description of the people who were working in the organization cumulatively. Human Resource Management involves the process of recruitment, Selection, manpower planning and overall management. The HR Department is responsible for the generating the required manpower position. Later, this puts into effect and overseeing policies governing workers in the organization. This also helps into building the relationships of the organization with its employees.

HRM plays a key role in employee management. It gives special emphasis on those employees who are assets for the business. This makes the employees as human capital. E-HRM can be used for all human resource activities.

E-HRM are based on two levels.

The first level, takes care of the long term goals of HR- Departments. This helps in the improvement of the upcoming activities. And by doing this, there are better outcomes In addition to this, it also includes the future plans of the organizations also emphasis on value added enterprises (Kapoor & Sherif, 2012).

Second level explains about the significance of E-HRM Technology. This technology has extended the demand of business world specifically in case of computers. This results in the high demand of internets. There are many businesses that are not successful without the use of computer

technology. This impact is seen in nearly all areas of business that includes human capitals. By doing this, this technology continues to have significant impact on HR Practices.

It has been observed that very less attention has been rewarded to continue connections between using E-HRM and the HRM Effectiveness. Further, it was also important to increase less understanding and searching the impact on HR Practices (Tseng et al, 2011).

“Training practices help the workers to ameliorate and enhance their knowledge and chops for business growth and effective client service” (Oswal, 2014).

It also helps the workers to get familiar with new technologies (Nivlouei, 2014).

Online training helps in giving training to the workers. This training can be given at any time and at any place. Online training helps in the reduction of cost with the help of Online Training. The E-HRM requires E-HRM professionals in the organization because there is a need of sufficient knowledge to avoid any hurdles (Troshani e t al.2011).

The E-HRM has nine important systems that are mentioned below.

1. The recruitment processes would be available on web based technology. Applicants can easily access their jobs through online mode. They can fill the form online and easily can download their document and it can be easily evaluated. Then the applicants can be easily interviewed through online mode. The information can be easily sent via E-mail, phone, SMS.
2. It also helps in the management of employees. This may include the management of basic data of the employees. Employees are allowed to enter their personal and professional entries. Furthermore it also helps in arranging meetings, conference and room bookings etc.
3. E-HRM helps in the establishment good organisational structure. This helps in understanding of mission, vision and values of the organisation. This would help in encouragement of the employees of the organisation in the achievement of mutual goal and objectives.

4. E-HRM helps in the financial management. This also helps in salary deduction, tax etc. In response to this, an employee can get printed copy of a salary slip through the system.
5. This system is developed to stimulate the understanding of self-responsibility for each employee.
6. There is a key role played by the E-HR System. This helps in bringing of excellent skills and abilities to perform each task effectively.

Research Methodology

This study is based on secondary data. The data were collected from government publications, journals, magazines, financial records, web sites and annual publications.

Purpose of the Study

To understand the electronic human resource management.

To understand the importance of E-HRM in human resource.

This study gives the vision on the various limitations of E-HRM that affects the HRM System with the implementation of E-HRM Practices.

Objectives of the study.

To understand the importance of E-HRM in HR department.

To study the effectiveness of E-HRM.

To examine whether the E-HRM practice possesses the impact on HRM Practices.

Significance of E-HRM

E-HRM helps to provide cost effectiveness within the HR department. It helps in cost benefits and also helps to manage the manpower planning. This helps in wide coverage of business planning. This allows a company's workers and directors with the capability to go through HR information and increase the connectivity of all passage of the company and outside associations.

Past survey has suggested that E-HRM has increase the effectiveness of HR conditioning. The use of E-HRM may allow the HR functions to increase its value and involve the competitive advantage Of the establishment.

Types of HRM

There are three types.

1. Operational
2. Relational
3. Transformational.

First type is apprehensive with the directorial functions .This includes Payroll and employee personal details. Second type briefs about the supporting business processes. This helps in provision of training continuous education, recruitment and performance management. Third type explains about the strategic human resource activities such as knowledge management, strategic reorientation. Organization also chooses to follow E-HRM policies from any number of these tiers to achieve their HR Goals.

Advantages of E-HRM

The advantages of E-HRM are below mentioned

Achievement in case of Service Quality.

Many tasks like keeping the record, keeping the portfolio, selecting and keeping appropriate information about the human resources becomes easier.

Facilitating the decrease of costly time and work.

Achieving gracefulness and decreasing human bias.

To serve everyone through adjustment.

Accomplish essential functions of HRM. Though it should be same as reclamation, collection training and development through web-grounded technology.

Limitations of E-HRM

There is a need of high expenses for the application and maintenance.

It is slightly tough to maintain the secrecy of the input data.

For adequate training and development the E-HRM Practices are required.

E-HRM is commonly used by chief enterprises over the world.

Conclusion and Discussion

This study tells about the effectiveness of electronic human resource practices (E-HRM). How E-HRM is playing as a key role in many organizations. However it has been found and observed that The E-HRM are practicing in multiple organizations. Although it has analyzed that that it varies from organization to organization.

With the implementation of H-RM there will be improvement in the system. This will help in the fast working system and save time. Apart from this, HRM plays a major role in the performance of employees in all areas. This makes the employees beneficial.

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