**“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 and has information technology to deal with human resources. E-HRM has many essentials that helps in the implementation for information technology. This also helps in dealing with mortal resources.

This electronic technology helps in connection with commonly spatially separated actors. And facilitate relations between them in working area of similar or dissimilar mainland. This technology assists as a medium with the end of connecting and integration. However, this technology is very important to achieve the information and this would help while dealing with human resources. This paper tells the significance and effectiveness of Electronic Human Resource with respect to 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 those who are assets for the business. By doing so, the employees are referred to as human capital. Likewise, the other business assets, the human resource has to also make efficient usage of their

E-HRM can be used for all human resource activities and functions from traditional point of view. Therefore, the significance of this study are based on two levels.

At the first level it has been observed that the part of ultramodern HR departments has to concentrate on suggestions long term objects. In addition to fastening on internal HR issues, there should be emphasis on future acquainted plans and objects and value added enterprise (Kapoor & Sherif, 2012). According to this, the places of HRs based on the functions like “strategies business mate and change agent and hand advocate and administration expert. Although, on the other hand Discipline incorporates the systems, programmes and practices that raises responsibility.

On the second level the significance of this technology has changed the business world numerous times over in the information age, the onset of computers and the internet has increased this impact appropriately. 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 mortal coffers, where technology continues to have significant impact on HR Practices.

Very less attention has been rewarded to 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 introduced in the association (Nivlouei, 2014).

Online training provides training to workers at any time and at any place''. It helps in reduction of cost by furnishing training via online classrooms. Workers can get and partake the knowledge across other departments and companies. But the amalgamated literacy is considered as stylish literacy which includes online literacy, classrooms and on- job training programs.  
The E-HRM requires E-HRM professionals in the organization because there is a need of sufficient knowledge of to avoid any hurdles (Troshani e t al.2011).

**Aims and Objectives of HRM**

E-HRM is seen as offering the possibility to provide cost effectiveness within the HR department. E-HRM has augmented efficacy and facilitated businesses to reduce their HR staff by decreasing charges. It has increased effectiveness and helped businesses to reduce their HR staff by reducing costs. It also helps to add the overall speed of various processes. This type of connection has relational impacts for a business. This allows a company’s workers and directors with the capability to perforate HR information and increase the connectivity of all passage of the company and outside associations.

The commission of directors and workers to perform certain HR and allowing suggestions to reduce the HR department staffing situations as the executive burden is eased.

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. The use of HRM may allow the HR function to increase its value and contribute to 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.

**Purpose of the Study**

To understand the electronic human resource management.

To understand its efficiency of implications E-HRM practice 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.

**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.

**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.

**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 system. 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 room bookings.
3. This helps in provision of a good organisational structure. This reflects in clear vision, mission and values in order to encourage all employees to achieve a mutual goal and objectives.
4. Financial management like salary management system, remuneration and overtime payment received from organisation salary management system covers all aspect of salary including deduction, tax etc. In response to this, an employee can get printed copy of a salary slip through the system.
5. The learning and training system will encourage all employees to maximize ability, knowledge can be increased and also improve arrogances. With the help of this the employee can get training also.
6. There is a focus on idea and creativity Exchange system. This system is developed to develop to stimulate the understanding of self-responsibility for each employee to get different ideas from meeting, day to day conversations and social network were also shown. The employee can also get new ideas and information through the web. This helps the organisation to move forward.
7. There is a key role played by the E-HR System. This is required to provide in bringing of excellent skills and abilities to perform each task effectively.

**Limitations of E-HRM**

There is a need of high expenses to maintain and apply E-HRM. It is slightly tough to maintain the secrecy of the input data. There is a need to spend more on training and development before promoting E-HRM.Practices of E-HRM is commonly used by chief enterprises over the world.

This study is based on the secondary data to understand the effectiveness of E-HRM practices in human resource.

**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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