



E-Hrm: An Innovative Tool for Organizational Performance

KEYWORDS

E-HRM, Organizations, Technology, Innovative tool.

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ABSTRACT *Technology has evolved and developed in a way that enables E-HRM to prove its significance, especially with the introduction of corporate intranets and web-enabled Human Resource Information System. Use of computer in business management was the first step that management evolves from conventional style to the e-style. The term E-HRM is used to describe technology's role in enabling the transformation of solely HR activity. E-HRM automatically reduces a stack of papers or a document type office. E-HRM can build a transparent environment for employees and nobody can blame to E-HRM for partiality. E-HRM advances organization climate very clearly and relates to the outstanding designing of activities, improves quality and offers self-service to the employees. This paper explores importance of various tools of E-HRM which leads to easy performance of HR activities in organizations. The paper reflects the scope and benefits of E-HRM in organizations.*

Introduction

Information and Communication Technologies (ICT) facilitate innovative ways of carrying on routine organizational activities in virtual work environment. Emergence and success of E-commerce systems leads to making use of Electronic Human Resource Management (E-HRM) systems. These systems provide organizations an effective performance of improvement in activities as well as of renovating the entire Human Resource Management (HRM) function itself. E-HRM is the relatively new term for this IT supported HRM in every sector, particularly through the use of web technology. Thus E-HRM has also reflects a significant impact on organizational performance. E-HRM technology is a way of aligning and coping up with organization HR strategies, policies and practices. In the 1990's organizations started using the Internet and the Web technologies for a numerous of human resource activities such as managing payrolls, maintaining employee directories, and for communicating with the employees. E-HRM is relative new term of improving the quality of human resource management, increasing its contribution to company performance and freeing staff from administrative loads in various organizations. Nowadays, technology is an inherent part of our daily lives. People in various sectors have been simplifying some routine tasks and problems with the use of computers and the Internet. It has speed up some processes and increased the efficiency of performed assignments. In contemporary business, information technology (IT) tools are essential to realize processes in a faster and more efficient way. In this present Global scenario, there is fast competition and environment is demanding and organizations have to use innovative ideas to stay competitive. Every department in an organization plays an essential role for achievement, but we consider that one of special significant tool for organizational success is Electronic Human Resources Management (E-HRM).

Meaning of E-HRM

Electronic Human Resources Management (E-HRM) is a term that includes all HRM functions and activities which are performed with the help of information technologies to generate value for organizations. It is an integration of communication, technology and information. E-HRM refers to use of computer system, interactive electronic media

and telecommunication network to perform the HRM functions in an organization. E-HRM system supports online access for performance of HR activities. Moreover it offers the opportunity to automate administrative HRM work and to optimize value creating HRM processes. E-HRM is the application of IT for HR practices which enables easy interactions within employees and employers. E-HRM is the planning, implementation and application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities. E-HRM is web based solution that takes advantage of the latest web technology to deliver online real time human resource management solution.

Types of E-HRM

Operational E-HRM	This type of E-HRM is concerned with administrative functions like salary management, payroll, employee personal data, etc.
Relational E-HRM	This type of E-HRM is concerned with supportive business process by the means of training, recruitment, performance management etc.
Transformational E-HRM	This type of E-HRM is concerned with strategic HR activities such as knowledge management, strategic re-orientation, etc.

Review of Literature

The research on E-HRM implementation in banking organizations has presented a variety of outcomes and challenges that affect the implementation process. Jain Ankita.et.al (2014) reflects in their paper significance of E-Recruitment in banking sector and use of E-HRM in banks conveying any kind of HR policies, training program, and pay slip sheets easily, scrutinize employee performance carefully & accurately. Swaroop Reddi K. (2012) explores in his studies that online access to HR activities is an efficient, reliable, and convenient in use, accessible to a large group

of different users. E-HRM is mode of implementing HR activities, policies, and practices in organizations through a conscious and directed support of and/or with the full use of web-technology-based channels. E-HRM is way of doing HRM in cost effective manner. Gonzalez et.al (2011) acknowledges the outcomes of E-HRM in MNCs as standardization, elimination of distance constraints, increase in speedy performance of HR activities and E-HRM is mostly perceived as effective in MNCs. Parry and Tyson (2011) has mentioned in their study that E-HRM outcomes are mainly related to efficiency, service delivery and standardization, relational outcomes and potential improvements in organizational image. The realisation of improved efficiency and effectiveness is dependent on the design and implementation of the system and increased effectiveness and involvement in delivering the business strategy may depend on appropriate redeployment and up-skilling of HR staff. On the other hand, Rao addressed the challenges of e-recruitment in the emerging economies of India and Mexico. The challenges to e-recruitment in both countries were an undeveloped infrastructure and the importance of personal interactions in the collectivist cultures. Although technical installation challenges can arise, it is the human challenges associated with change that cannot be ignored during the implementation phase of E-HRM. Kariznoee Aamir and et .al (2012) has mentioned in their paper that using technology to manage human resources in the areas of recruitment, selection, training and monitoring, discipline and reward employees more impact on job performance to its application in the areas of human resource management and strategic management such as management staff, with the use of E-HRM success and survival of organizations in today's global market will create a better place.

Objectives of the study

To study different significant tools of E-HRM for managing human resources in organizations.

To study the scope and benefits of E-HRM in organizations.

METHODOLOGY

The study is based on secondary sources and necessary information is based on secondary sources such as journals, books and websites etc.

E-HRM Tools for Managing Human Resources in Organizations

E- Employee Profile: The E-Employee Profile is web application provides a platform to access the employee contact information and provides a comprehensive employee database solution, simplifying HR management and team building. E-Employee profile maintenance lies with the individual employee of the organization, the manager and the database manager. E-Employee profile contains the following: Certification, Award, Membership, Education, Past Work Experience, Assignment Skills of employees , Competency, Employee Assignment Rules, Employee Availability, Job information, Sensitive job Information, Employee Exception Hours, Calendar Administration, Employee Locator Employee Utilization, Employee tools, Service Details, Calendar.

E-Recruitment: Online recruiting or E-Recruitment is being widely used in these days. Internet in these days becomes a primary means for employers to search for job candidates and for applicants to look for job. E-Recruiting methods are Job boards, Carriers, Professionals, Websites, and Employer Websites.

E-Selection: E-selection includes such activities like web based testing, face to face interaction and interviewing and job offering. The purpose of e-selection is mainly to achieve cost reduction, maximum utilization of human capital and sustainability.

E-Learning: E-Learning refers to use of internet or an organizational intranet to conduct training online. It includes the delivery of content via Internet, intranet/extranet (LAN/WAN), audio-and videotape, satellite broadcast, interactive TV, CD – Rom are used for knowledge formation, management and transfer.

E-Performance Management System: A web-based appraisal system can be defined as the system which uses the web (intranet and internet) to effectively evaluate the expertise, awareness and the performance of the employees.

E-Compensation: E-compensation represents a web-enabled approach to an array of compensation tools that enables an organization to collect, store, manipulate, evaluate, utilize and distribute compensation and data and information. All companies whether small or large must engage in compensation planning. The usage of intranet and internet for compensation planning is called E-Compensation Management.

Scope of E-HRM for Managing Human Resources in Organizations

High in speed of retrieval and processing of data.

More reliable and higher accuracy of information/report generated.

Fast reactions to answer queries.

A superior internal profile for HR leading to better work culture,

More transparency and fairness in the system.

Major reduction of administrative burden.

Adaptability to any customers and facilitating management.

Essential support for the management of human resources and all other basic and support processes within the organizations.

A more dynamic workflow in the business procedure, productivity and employee satisfaction.

Benefits of E-HRM in Organizations

E-HRM system has the potential to influence both efficiency and usefulness in organizations. Efficiency can be obtained by reducing the time duration for that previously consumed on paper work, increasing data precision, and reducing excess HR. Effectiveness can be enhanced by improving the competence of both managers and employees to make better, sound, authentic and quicker decisions regarding HR activities in organizations. The following are the key benefits of using E-HRM in organizations:

Compilation and store of information regarding the work force for strategic decision-making.

Quick and sound insight into reporting and analysis.

A decisive step towards a paperless office work system and performance of HR activities electronically.

Improved and easy access to HR data and ease in classifying and reclassifying data.

Improvements in administration & efficiency.

E-HRM can save costs while maintaining the quality of data.

Improve accuracy and reduce human biasness.

Essential functions of HRM such as recruitment, selection, training, and development could be carried out using web-based technologies.

E-HRM helps the organization to reduce administrative work and also helpful for cost reduction programme.

It helps HR department to get a profile of the employees and current news of the concerned sector.

It helps the organization to recruit employee through Websites.

E-HRM helps to saves time and Employees concentrate on the work efficiently.

More security and privacy of data using E-HRM.

Conclusion

Most of the businesses are getting exposure from the electronic information system. The development of web-based technology has allowed firms to provide services directly to employees and managers through the use of self-service systems. Interlink between the branches, employees profile, target status etc are easily and quickly communicated between the different regions, zones etc. The use of E-HRM may allow the HR function time to focus on providing an effective service to the organizations. In addition, E-HRM can be used to provide accurate information on which the organization can make decisions about how best to manage their employees. In the end it is summarized as E-HRM is a web-based technique which provides computerized support to HR functions. The implementation of E-HRM provides a platform for data collection and information regarding HR activities and facilitates the usages of HR online functions and offers more self-service to the employees in organizations. E-HRM is innovative business solution which furnishes a complete on-line support in the management of all business processes, activities, data and information required to manage human resources in organizations. It is an innovative tool which is efficient, reliable, and convenient in use, accessible to a large group of different users. The implementation of HR strategies, policies, and practices in service organizations through a conscious and directed support or with the full use of web-technology based channels exerts positive influence on job performance of employees in organizations.

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