Research Paper

Analysis of E-HRM Practices in Government Orgnasations

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ABSTRACT

Human Resource Management, Employee Relations, and Personnel Management are phrases that we often hear employed in organizations and by management professionals. When we hear these expressions, we think of efficient managers going about their business in the government, public sector, or private sector. Human resources is a term that refers to both the individuals who work for a firm or organization and the department in charge of managing personnel resources. Custom Human Resource software that can execute a variety of functions is required by HR managers in diverse departments. Managers of all types work in Human Resources Management, and they demand an unique intranet gateway to address the modern-day difficulties that government organizations confront.

The phrase "human resources" was first used in the 1960s, when the importance of labor relations started to be recognized, and concepts like motivation, organizational behavior, and selection evaluations began to emerge. HR managers are no longer considered as someone who takes care of the activities outlined in the conventional fashion in today's contemporary world, 21st century enterprises. In reality, most businesses have separate divisions for staffing, payroll, and retention, among other things. Instead, HR managers or management specialists are in charge of managing employee expectations in relation to management goals and reconciling the two to guarantee employee satisfaction and achievement of management goals. HR management systems are used by most businesses to service their personnel, while government administrators utilize them for information exchange, payments, training, and a variety of other duties. Many interconnected components in HR software help to increase efficiency.

Keywords: E-HRM, Electronic Human Resource Management, Employee relationship, Analysis of HRM, work-life balance, actives, Government Organisations

Introduction:

The current chapter provides an overview of the study methodology as well as a literature analysis on the subject of "Analysis of E-HRM Practices in Government Organizations." The study's aims, significance, and problem statement are all included in the research methods chapter. It also contains the research technique, data collecting methods, sample process, data analysis and interpretation tools, and the scope of the study on the authorized topic "Analysis of E-HRM Practices in Government Organizations." The phrase "e-HR" refers to the use of web-based technologies to change HR service delivery. Implementing e-HR necessitates a significant shift in how HR professionals think about their jobs. HR practitioners must today not only grasp conventional HR skills and expertise, but also be able to use that knowledge in government enterprises using technology. The phrase "human resources" was first used in the 1960s, when the importance of labor relations started to be recognized, and concepts like motivation, organizational behavior, and selection evaluations began to emerge. HR managers are no longer considered as someone who takes care of the activities outlined in the conventional fashion in today's contemporary world, 21st century enterprises. In reality, most businesses have separate divisions for staffing, payroll, and retention, among other things. Instead, HR managers or management specialists are in charge of managing employee expectations in relation to management goals and reconciling the two to guarantee employee satisfaction and achievement of management goals. HR management systems are used by most businesses to service their personnel, while government administrators utilize them for information exchange, payments, training, and a variety of other duties. Many interconnected components in HR software help to increase efficiency.

HRIS: HUMAN RESOURCE INFORMATION SYSTEM

A human resource information system (HRIS), often known as a human resources management system (HRMS), is software that offers a consolidated repository of employee master data for the HRM group to complete essential human resource (HR) procedures. HRIS (Human resource information system) is a term used to describe ICT systems utilized by HR departments. Employee data such as names, residences, national IDs or Social Security numbers, visa or work permit information, and information about dependents is stored, processed, and managed by an HRIS. Recruiting, application tracking, time and attendance management, performance reviews, and benefits administration are all common features. It may also include self-service

options for employees and maybe accounting activities. An HRIS may be thought of as a smart database of personnel data in certain aspects. The interaction of data, the procedures that may be conducted, and the reporting capabilities increase the accessibility and usability of the data contained in the system.

HRMS (HUMAN RESOURCE MANAGEMENT SYSTEM):

Managing hundreds of people and budgets manually is impractical for huge government entities or the public sector. To increase productivity and automate mundane processes, they need specialized HR software. HRMS software may help you manage and mitigate a variety of government HR issues. Its capabilities may aid in staff recruitment by reducing mistakes and providing a single dashboard and analysis. Government agencies want a comprehensive solution that complements their HRM procedures. A custom Human Resource solution may boost the efficiency of the whole Human Resource Department by automating it. An HR solution's usability may be improved by including as many functions as feasible. For consumers to have a wonderful Digital Experience Platform, an HR Management System must be aesthetically attractive and extremely useful.

V-HRM (Virtual Human Resources Management): Lepak and Snell describe V-HRM as a network-based structure built on partnerships and generally mediated by information technology to aid the organization's growth. Virtual HR, often known as V-HRM, is the use of technology and software systems to empower workers with self-service alternatives while also assisting the human resource department with job automation. Employees and HR professionals alike will benefit from a well implemented virtual design. It primarily allows workers to enter certain information about their personal files. Employees may also see information about their training, evaluations, and performance ratings. Second, HR professionals may automate and outsource time-consuming activities such as administrative chores, corporate newsletters, payroll questions, and information sharing to HR experts. The tasks of human resource management are more efficient with the use of an excellent virtual HR system, and workers will have the flexibility of accessing critical HR information in a hassle-free and self-efficient way.

Electronic Human Resource Management (E-HRM): E-HRM refers to the use of web-based technology to deliver HRM services to employers. It covers all aspects of human resource management and makes considerable use of web-based technologies. From this foundation, e-HRM has grown to include the delivery of almost all HR policies. Line managers may utilize desktop computers to plan and execute assessments, organize training and development, monitor labor expenditures, and study indications for turnover and absenteeism in an e-HRM system. E-HRM is the (planning, implementation, and) use of information technology to connect and assist at least two individual or collective actors in the performance of HR functions jointly. HRIS (Human Resource Information System), which relates to ICT systems or HRMS (Human Resource Management System) utilized inside management, is not the same as E-HRM. Because of a shortage of facilities, some businesses were able to employ online training, which was the greatest option. Participants were asked whether e-learning would be as effective as traditional face-to-face training.

The most essential aspect of the study effort on the subject "Analysis of E-HRM Practices in Government Organizations" is the literature review. It comprises book reviews, journal articles, Ph.D. theses, newspapers, reports, and data from numerous sources. The ideas of E-HR Practices, Human Resource Management Practices, Impact of Human Resource Management E-HR Practices and their Impact, and Human Resource Management Practices and their Relationship with Organizational Outcomes are all covered in this review of literature. The (e-HRM) idea has many meanings and labels, some of which are termed e-HR, or virtual HRM, in foreign literary studies, some call it HR intranet, web-based HR, and other researchers call it computer-based HRM, which stands for CHRIS, and others call it HR portals (Ruel& others, 2004).

The study's goals are as follows:

(e-HRM) objectives are formed from their integration with e-governance goals and adaptation to changes in the business environment. (LEPAK and SNEL) identified these objectives by increasing the focus on strategic issues, increasing the flexibility of procedures and practices, and increasing the efficiency of human resource management (Raul et al., 2007), where changing forces and factors influencing organizations and globalization issues change the perception of a safe job to a secure profession, a high rate of education around the world, and a change in the quality of labor force required. The following are the primary reasons why companies are focusing on (e-HRM) in order to attain the following key goals (Najjar, 2008):

1- Improve human resource strategic direction.

2- Cutting down on labor and administrative expenditures.

3- Human resource gains.

4- Make it easier to carry out HR management duties.

5- Improve the organization's performance and productivity.

6- Workplace interactions and employee satisfaction are being developed and improved.

7- Improved managerial support throughout the board.

8- Make more possibilities for involvement and training available.

9- Enhance the company's public image.

According to Kelley and Reilly, the computerized human resource information system contains full-fledged Human Resources related data, information, and services, databases, tools, and transactions that comprise the cocoon of an organizational structure (2003).

E-HRM has created a name for itself via advancements in technology and its applications. Intranets (business intranets) and web-based Human Resource Information Systems were used by organizations to incorporate technology into their domains. Every business walks along the growth road in its own unique manner. HR departments have encountered hurdles in the past as a result of the extra benefit of using information technology at extremely low and user-friendly rates. And this was an issue that needed to be solved. HR technology productivity, price savings, and valuable beneficiaries all contributed to increasing the total productivity's efficiency and effectiveness.

E-HRM has recently gotten a lot of attention from academics. The majority of E-HRM research were conducted by commercial, public, and government enterprises. In the academic literature, there are many definitions of E-HRM. E-HRM was described by Rul, BondarOuk, and Looise in an

early popular definition as a method of implementing HRM strategies, policies, and practices in an organization via the deliberate and direct support of and full use of web-based channels (Fisher,2010).

E-HRM, web-based HRM, and information technology (IT)-based HRM are all considered advances of HRIS, according to Rul, Magalhaes, and Chiemeke (2011).

Notably, the fast growth of technology, particularly the Internet, has various implications for human resource activities as well as how individuals perceive the phenomena. HRIS became known as E-HRM, according to Stone and Dulebohn (2013), since companies facilitated human resource transactions through the Internet. In their essay, they also briefly discussed the development of E-HRM (Ibrahim &Yusoff, 2013). In general, E-HRM refers to the (planning, implementation, and) use of information technology to connect and assist at least two individual or collective actors in their shared HR tasks. This notion emphasizes a number of important characteristics of E-HRM (Strohmeier, 2007). HRIS (Human Resource Information System) and Virtual HRM are not the same as E-HRM (Swaroop, 2012).

HRIS BENEFITS

The HR staff may spend less time on clerical work thanks to an HRIS. Assists in ensuring the accuracy of employee data and allows workers to have a larger say in how their data is managed. Having a single repository for employee data eliminates the need to keep and search through huge paper-based employee files, which may be easily destroyed. Depending on the kind of HRIS software, it should be able to create a variety of reports, do ad-hoc reporting, and give analytics on key indicators. Employee data may also be visualized using modern HRIS software, such as automatically created organizational charts. When an HRIS includes employee or manager self-service, the process of updating employee master data or making organizational changes is more efficient and takes less time than when requests are submitted on paper. Changes may be authorized or refused using approval procedures, and the appropriate people are automatically alerted. An HRIS may also have mobile features that expand self-service and provide distant employees more freedom. An HRIS also aids in the security of employee data and the confidentiality of information. When utilizing paper forms or spreadsheets, information may be readily accessible by persons who do not have access to it. An HRIS can keep information safe so that only those who need it may access it.

When dealing with sensitive personal information, data security and privacy are critical considerations, particularly in countries like Germany and France, where works councils play a significant role in safeguarding employee data. Protecting paper documents, with the exception of lock and key, may be incredibly difficult. Artificial human resources, web-based human resource management, B2E, and artificial human resource management are all terms used to describe networks of internal and external active factors that provide required human resource services for an organization without the need for a traditional human resource unit, which is referred to as an artificial human resource unit (Strohmeier,2007&Esakhani, 2010).

Information technologies are used to assist firms acquire, develop, and deploy intellectual capital via E-HRM. E-HRM is a useful approach to execute HR strategies, policies, and practices in enterprises by providing ongoing and direct assistance via the use of web-based technological channels and networks. (2012) (Swaroop).

E-HRM is a priority for a quarter of the organizations, and more than half say it is a moderate priority. It entails merely recruiting applications and not relying on back-office systems or the selection process itself (Zafar,2010). In general, there have been recent efforts to define E-HRM as a conceptual umbrella over the whole approach to "doing HRM." This concept has historically focused on the process of implementing and structuring technology-driven HR changes, as well as the result of these actions in the creation of HR network structures throughout the enterprise (Strohmeier, 2007). Boundarouk and Rul (2009) continue the debate, saying that a definition spanning the integration of HRM and IT is needed, with an emphasis on targeted workers and managers, who are frequently the value creators of web-based technologies:

"An umbrella phrase including all conceivable integration methods and contents between HRM and Information Technologies with the goal of providing value for targeted workers and management inside and between enterprises."

After the inquiry, the reaction of different independent factor considerations like job satisfaction, professional commitment, and organizational commitment on the effectiveness of HRM as the dependent variable was examined in one of those empirical studies by Sanayei and Mirzaei(2008) aimed at briefing a descriptive explanation about E-HRM while debuting its performances with service tools. Companies would have implemented sophisticated forms of information technology from the introduction tools of E-HRM in some form or another throughout the reign of the twenty-first century. HR functional applications (HRFA): HRFA stands for Human Resources Functional Applications. The Human Resource Functional Application (HRFA) is a software-based automation of discrete operations as well as additional jobs and obligations to the people administration features (Florkowski and Olivas-Lujan 2006). Applications in the Integrated Human Resources Software Suite (ISA): According to Wikipedia (2014), integrated software is a software application tool for personal computers that combines the shared widely utilized functions of several different productivity software packages into a single produced application software. The Integrated Software Suite Application provides services such as corporate analytics intelligence, analytics, online analytical data processing, data mining, information extraction, data transformation, data warehousing, and data reporting. Those integrated forms of data application suite software aids in achieving the highest level of efficiency and facilitating overall administration over each personnel administration factor by coordinating all of the company's as well as employees' information to serve the relevant data instantly as and when required during the organization's operations, starting from the employee's database and policies to the payroll systems of processing adhering to the regulations.

Interactive voice response (IVR): According to Webpedia (2014), Interactive Voice Response (IVR) is a kind of communication technology that has been enhanced via the use of sophisticated application technology. When a person uses a touch-tone phone to communicate with a database to obtain information or input data into database systems, the IVR is activated.

HR intranet applications (HRIA): According to Weidenhammer (2013), the intranet is the virtual center for all of an organization's private reports and information. Within an intranet cocoon, all of those secret human resources information and procedures are established as a single, secure repository.

Self-service (SS) apps: According to a study report performed on HR functions and management, it is said that by deploying E-HRM tools and applications, 10% more workers may serve themselves using modern technology.

Employee self-service (ESS) applications: According to Florkowski and Olivas-Luján (2006), Employee Self Service (ESS) is a type of E-HRM application software tool that maintains a group of personnel administration transactions that can be started for interpretation as well as completed with proper ease and systematic function without causing any sort of annoyance to the personnel department and head of HR.

Manager self-service (MSS) applications: The Manager Self Service software application tool attempts to improve organizational efficiency by reducing the unnecessary expenses and time associated with human resource indulgence between managers and employees.

HREA (HR extranet applications): Human Resource Extranet Applications, according to Florkowski and Olivas-Luján (2006), are a private network of systems that channelize data/information from client firms to external purchasers, resulting in the merger of sources or outsourced people administration providing services. Human Resource Extranets serve as a conduit for e-commerce and transactional business processes.

HRPA (HR Portal Applications): The Software for the Human Resource Portal The E-HRM tool is intended to be a networking website medium of interface that assists the user (employees/employer/workforce) by providing a private operational corner to all important data, information, tools, and systems.

E-HRM is the most recent technology for HR management tasks such as monitoring, planning, recruiting, posting, promotion, transfer, and keeping track of service history. It was created and is kept up to date for the benefit of government departments. E-HRMS is a system that allows you to manage all of your HR apps in one place.

OBJECTIVES/STUDY REQUIREMENTS:

The system is a step toward a completely automated Human Resource Management System, with the goal of bringing all government workers onto the employee portal so that all personnel management operations, from hiring to retirement, may be completed digitally.The program will provide a full and integrated perspective of the government's human resources.It is structured in such a manner that all management-related inputs/reports can be obtained via its Dashboard, and all data updates and claims can be seen online by top officials, instilling greater responsibility and accountability among all government employees.The technology would also give HR analytics to the government, assisting the center in placing the appropriate person in the right position and thereby maximizing an employee's potential.Furthermore, it would be cost-effective and, as a result, long-term viable.

The research on E-HRM practices in various government organizations in Maharashtra State and government organizations in India is described in detail in this document. Due to a strong desire to learn more about the functioning of E-HRMS practices in government organizations, it has been recommended to visit different government organizations or public sectors in Maharashtra to conduct an analysis of E-HRMS practices in government organizations. Increased competition for internationally mobile talents, changes in both workforce attitudes and composition, transformations in the employer/worker relationship, and quick improvements in HR technology all required the HR profession to adapt worldwide. In the future, new types of technological knowledge, skills, and talents will need HR practitioners who are adaptable and ready to cope with the global workplace's ever-accelerating speed and frequently unanticipated developments. The HR profession must assess the ramifications of a shift to a decentralized period, which, when effectively implemented, may lead to liberation. The period will need a new kind of organization, one that is built on a different structure capable of bringing together the contributions of independent people in a socially viable manner.

As a result, it is evident that a new approach to manage HR as a system, as well as new HR managers, is developing. As a result, the economy's knowledge-intensifying process and the corresponding emergence of organizational networks, with their increased reliance on competent and devoted people, highlight the need for a kind of HRM that fulfills the expectations and requirements of both management and employees. As a result, in today's IT-based economy, E-HR technology has become critical in meeting the HR issues of the twenty-first century. As a result, government organizations are rapidly deploying web-based HRM programs, which are often referred to as E-HRM systems. During the past decade, the fast expansion of the Internet has aided the installation and deployment of computerized Human Resource Management. According to an analysis of E-HRM in government organizations, both the number of organizations adopting E-HRM and the breadth of applications has continued to grow. E-HRM is a key component in enabling the globalization paradigm to take hold. The construction and management of an E-HRM system on a worldwide scale leads to the development of office employees who can think, be directed, and act on a global scale. In the context of digital networks, someone with such global talents may have a global mindset. So, in order to implement and develop the E-HRM system globally, particularly in developing countries, there is a need for expert, interested, and professional web managers, as well as significant ideological shifts regarding the role of the E-HRM system, to know how to apply this system's tools regionally, nationally, and internationally to take basic steps in capacitating the globalization paradigm.

E-HRM RESEARCH IN DETAIL:

Studying technical growth and the dominance of electronic instruments on phenomena in government organizations, as well as other sciences such as management, adds to the fact that today's workers are more conscious of E-HRM than employees in the past. New technology have resulted in a new generation of workers, as well as a shift in the government's organizational structure.

I joined the area of human resources to research innovative E-HRM ideas. This form of management is appropriate for human resource professionals to design since it promotes competency development and is successful. Government organizational operations, such as finance, business, and personal activities, as well as resource conservation, may be accomplished using a web-based system. Personnel concerns are among the activities that organizations can undertake through web sites. To some extent, E-HRM tools and software functional application technologies are used in a similar way, although the degree of practices linked to E-HRM tools varies depending on the needs of the organization.

Some government organizations have their own E-HRM software web based portal called HRFA(Human Resources Functional Application), ISA(Integrated Software Application, HR Portal, HR Extranet, HR Intranet, Interactive Voice Response-(IVR), Employee self service(ESS), and Manager self service(MSS) where it included the functional operating software application system tool as HRFA(Human Resources Functional Application), ISA(Integrated Software Application, HR Portal, HR Extranet, HR Intranet, Interactive Voice Response-(IVR) (MSS).

Those all software application tools interfere with HR (Human Resources) features and provide workers and employers access to Personnel

Administration Services or Human Resources Administration services.

To do research on one's own E-HRM web-based software application tool/portal in order to complete HRM duties electronically with the least amount of manual labor feasible. On the other hand, E-HRM practices are used to an average degree.Because the E-HRM methods followed to the fullest extent were at the upper end, there may be a limited amount of debate.Electronic Human Resource Management can be defined as a developed corporate government/semi-government/public undertaking organizations solution that provides a comprehensive online provision in the management of all procedures and processes, actions, statistics, and facts and figures required to manage Human Resources in a modern business organization.

The investigation of E-HRM practices in various public and private sector organizations, as well as companies that operate with the Maharashtra and Indian governments, offered an open-ended picture of the inbound HR management activities taking place inside the company.E-HRM content focuses on the types of HR practices and IT usage, as well as the relationship between the two.

Implementation of E-HRM: focuses on the adoption and appropriation of E-HRM by the HR personnel of the government organization. Because the HR department, and even the whole business, is no longer sufficient, a new strategy must concentrate on line management and workers who are actively engaged in utilizing E-HRM tools.

E-HRM System Levels: Based on a review of the literature, it appears that Lepak and Snell proposed three levels of E-HRM in 1998:

Operational E-HRM: The first area, operational E-HRM, is concerned with the administrative area's basic HR activities. Salary administration and personnel data administration come to mind.

The second category, relational E-HRM, is concerned with more sophisticated HRM operations. The focus here is on HR technologies that assist core business activities like recruiting and hiring new employees, training, performance monitoring and assessment, and incentives, rather than on administration. There is an option in relational E-HRM between employing a web-based application to help recruiting and selection or using a paper-based method (through advertisements, paper-based application forms and letters etc.).

Transformational E-HRM: The third category, Transformational E-HRM, is concerned with strategic HRM initiatives. We're discussing actions related to organizational transformation and strategic competency management. In terms of transformational E-HRM, an integrated collection of web-based technologies that allows the workforce to evolve in Government organizations may be used to build a change-ready workforce.

Out Comes of E-HRM System

As mentioned above, E-HRM is a way of thinking about and implementing HRM strategies, policies, and practices   Organizations attempt to achieve certain objectives by following a specific E-HRM orientation.

Table.1: Levels of E-HRM

Levels of E-HRM	Description
Operational E-HRM	E-HRM is concerned with administrative function like payroll, employee personal data, etc
Relational E-HRM	E-HRM is concerned with supportive business process by the means of training, recruitment, performance management, and so forth
Transformational EHRM	E-HRM is concerned with strategic HR activities such as knowledge management, strategic reorientation, etc.

Table.2. Out Comes of E-HRM

Out Comes	Description
High Commitment	By high commitment workforce is motivated and understanding, and that they are willing to interact with the management concerning changes in the organizational environment and the impact that this can have on the internal organization. For HR itself, this means that it should be able to play the role of change agent.
High Competence	High competence points towards the capacities of employees to learn new tasks and roles if the circumstances require it.
Cost Effectiveness	Cost effectiveness refers to the competitiveness of pay levels and employee turnover rate, and to the acceptability of costs resulting from employee resistance such as strikes.
Higher Congruence	Finally, higher congruence refers to the internal organization, the reward system, and the 'input, throughput, and output' of personnel, which need to be structured in the interests of all stakeholders.

Function of Electronic Human Resource Management System:

Globalization, combined with the revolution in information technology in government organizations, has had a far greater impact on human behavior, corporate management, and state governance than the industrial revolution did on agricultural society. The challenges for managers are growing as markets continue to globalize at a rapid pace. The empowerment of managers and employees to perform specific HR functions relieves the HR department of these responsibilities, allowing HR staff to focus less on operational and more on strategic aspects of HR in government organizations, and allowing these organizations to reduce HR department staffing levels. The most important functions of an E-HRM system that play a significant role in the implementation of HRMIS are discussed in the following section. With the availability of a human resource information system, human resource activities can be carried out with greater ease and speed. The integration of human resource information into a centralized data bank, as well as uniform human resource management policies and procedures, will make it easier for all government organizations to use this system.

The Difficulties of E-Hrm Technology:

Finance: Keeping track of payroll, payments, and salaries is a time-consuming task. So, from onboarding to expenses, salaries to payments, not having a robust HR management system can lead to unpleasant surprises for all parties involved. One minor blunder and the entire operation will implode.

Mobility: The inability to access records and data on the go is a significant stumbling block. Users will be put off by the lack of a mobile app for mission-critical tasks like leave applications, device tracking, and shift scheduling. When an HRMS does not have a mobile application, it becomes difficult to sync real-time data for attendance, leaves, and other tasks.

Performance: Each employee has his or her own set of goals. Any HR information system must include KRAs and KPIs for them. The lack of a performance management module during appraisals can cause employee dissatisfaction. Failure to handle assessment will result in anarchy and major problems.

Dashboard for self-service: It's critical and difficult to have all of your workers' paperwork in one place. It must be simple to read and retrieve in order for information to be shared. Allowing workers to define their own objectives requires frequent HR involvement and moderation. If the dashboard isn't working correctly, it might cause major problems.

Recruiting: For most recruiters, the end-to-end recruitment cycle is a nightmare. It keeps track of pay, policy inductions, and a variety of other hiring-related reports. It necessitates posting job positions, applicant screening, and hiring, all of which complicate an already delicate process. All of the following roles in the creation of a Human Resource Portal need a proper Human Resource Management module. For most government/public organizations, deciphering these tangled procedures and streamlining operations using automated Human Resource software is a difficulty. According to government regulations, an easy-to-manage collaboration software that controls the full employee engagement life-cycle, as well as payments and wages, is an appropriate fit (GR). Furthermore, E-HRM, or the automation of human resource procedures, would boost productivity by allowing for quicker processing, a better working environment, and a decrease in blunders or errors, as well as work overlap. The integrated human resource information system will make it possible to instantly share accurate data.

It will also improve and speed up communication between all of the agencies concerned. When finished, the HRMIS will electronically connect all government agencies so that human resource information from the ground up may be readily communicated to higher levels such as organizational headquarters, ministries, State Secretariat Offices, and the Public Service Department (PSD). Less productive human resource operations may be eliminated, and more attention can be placed on more productive activity, allowing human resource management to operate at a strategic level.

Methodology & Work Plan:

The study of E-HRM practices in government organizations was carried out with the use of a well-defined systematic questionnaire. We conducted a preliminary research using certain open-ended questionnaires prior to the final questionnaire. The information was gathered from Maharashtra government or state government institutions, including ONGC Bandra, Mumbai, MTNL Bandra, Mumbai, BMC Mumbai, MSTCL Bandra, Mumbai, Maha GENCO, Bandra, Mumbai, and MSEB Mumbai (MSEDCL). For data gathering, the researcher used a Stratified Random Technique. Companies defined the stratum, and responders were chosen at random from government entities using the E-HRM random approach.

Furthermore, E-HRM, or the automation of human resource procedures, would boost productivity by allowing for quicker processing, a better working environment, and a decrease in blunders or errors, as well as work overlap. The integrated human resource information system will make it possible to instantly share accurate data. It will also improve and speed up communication between all of the agencies concerned. When finished, the HRMIS will electronically connect all government organizations, allowing human resource information from the ground up to be readily communicated to higher levels such as government organization headquarters, ministries, State Secretariat Offices, and the Public Service Department (PSD). Less productive human resource operations may be minimized, and more attention can be placed on more productive work that allows. Benefits of an Electronic Human

Resource Management System

1. E-HRM has the ability to impact both efficiency and effectiveness.

2. Improving the decision-making abilities of both managers and workers may improve effectiveness.

3. HR has a stronger internal profile, which leads to a healthier workplace culture.

4. It makes the system more transparent.

5. Significant administrative load reduction

6. Provides comprehensive assistance for human resource management as well as all other fundamental and support procedures inside the government.

7. Increased productivity and employee satisfaction as a result of a more aggressive workflow in the business process.

8. E-HRM can help you save money while preserving data quality.

9. HR duties should be decentralized.

10. Standardization Enrollment in ESS training and self-development are also available.

11. An easy-to-use interface.

12. Integration with the client's current information system (payroll accounting, ERP, attendance tracking, document management, and progressive installation).

13. Customizability and metric.

14. Access to information and materials that have been preserved Employee and time managers are in charge of their own employee management.

15. Developing HR indicators to assist in strategic decision-making.

16. Developing HR personnel become strategic partners rather than administrative paper handlers

17. The replacement of "filing cabinets" with automation of basic HR operations.

CONCLUSION OF THE RESEARCH PAPER IN DETAIL:

E-HRM is a web-based HR process automation and support application. The use of E-HRM provides the potential to delegate data input to employees. E-HRM makes it easier for workers to use the HR marketplace and provides additional self-service options. E-HRM is a cutting-edge business solution that offers comprehensive online assistance for all procedures, activities, data, and information needed to manage human resources in a contemporary government organization.

It is a useful, dependable, and simple-to-use tool that can be used by a wide range of people. E-HRM is a method of implementing HR strategies, policies, and practices in enterprises via the deliberate and planned use of web-technology-based channels. Thus, in order to globalize experts, or, to put it another way, to establish the E-HRM system, strategic knowledge is required in both the workplace and educational institutions. Accepting and recognizing cultural reliance in most E-HRM system functions should be established more than educational facilities, and any initial opposition should be overcome. There is also a need to educate a new generation of human resources specialists with a global perspective and proficiency with web-based solutions. As a result, one of the most critical difficulties confronting the E-HRM is training and teaching a new generation of professionals in the area of human resources on a global scale.

Furthermore, all levels of management should be aware of the necessary changes in educational systems and work together to provide the necessary financial resources. In developing and implementing the E-HRM system -which is a key tool in capacitating and promoting it in the era of globalization-, that is, what is required and desired to develop public management - there is a critical need for creativity in human resource management, which acts as a capacitating factor to confront globalization challenges. In fact, the first step in implementing, capacitating, and developing the E-HRM system should be taken by public organizations and managers, because public organizations and their personnel are like a fish in a crystal decanter, with their activities visible to companies, NGOs, government agencies, and the general public. Companies and organizations should make little steps forward. It implies they should go through all of the E-operational, HRM's communication, and change processes with their own methods, viewpoints, and cultures in mind, and then take the necessary steps toward a localization and globalization paradigm using an exact and right manner. As a result, E-HRM has a substantial influence. By focusing on this system, the globalization paradigm, and their interconnected cycle, we may stimulate creativity and synergistic aspects, as well as give the foundations for competitive advantage.

The following elements should be addressed while implementing and developing the E-HRM system in government organizations/public sectors in Maharashtra. Change in official position, with a focus on professionalizing human capital and expanding electronic human resources. Part-time and full-time professional and knowledge-oriented individuals are being sought. Developing computer skills and making the most use of online resources. Increasing the amount of managers and professionals who are comfortable using the internet to save time and money. Creating ever-increasing conceptual shifts in how the E-tools HRM's and function are used.

In the near future, one of the important roles of the E-HRM will be to pay attention to emerging technology environments in businesses. As a result, enterprises should consider developing technical infrastructures, such as the global web, and creating web sites in accordance with such an environment.The education of managers and the mobility of conventional structures in human resource management need a fundamental revolution in this field, which might lead to increased dynamism in government human resource systems in the future.

Finally, specialized education for specialists and players in digital domains should be emphasized as a viable entry point into these fields.

1) Outcomes and Importance of E-HRM Practices in Government Organization:

The use of technology in human resource management has a significant impact on reducing administrative costs resulting from personnel operations, reducing the duration of recruitment and recruitment, increasing interaction of individuals with HR activities, such as the identification of benefits package, compensation and training through the Internet and many other benefits related to all HR functions. Thus, the organization receives many benefits from the use of (e-HRM). These benefits range from high-impact benefits to normal-impact benefits Illustrates these benefits as follows.

No	Great benefits effect	Ordinary benefits effect
1	reduce costs by automating human resources operations and activities	Enable immediate processing of information leading to a reduction in the time cycle
2	Reduce correction costs by improving the accuracy of human resources information	Increase employee satisfaction by improving the quality of human resources services and access to information
3	Reduce the costs of printing and disseminating information by providing direct access	Allow human resource management to become a strategic partner of the organization
4	Improve employee productivity by providing access to information at anytime from anywhere	Is likely to change the culture of the organization that stimulates self-innovation and the evolution of internal service standards

5	Reduce data entry and search costs through staff and self-management services	
6	Increase the efficiency of decision-making costs through improved analysis of human resources Information	
7	Reduce the IT infrastructure requirements by using the HR Services interface	

Work Plan & Methodology:

To publish papers on topic of "Analysis of E-HRM Practices in Government Organization".

To visit various comppnies, university for detailed reaserch on subject.

Study on references, books and magazine ralated to research topic.

Since implementation of E-HRM systems is beneficial phenomenon, literature in this area is still emerging. Based on study and available literature, and borrowed heavily from other disciplines like Information Systems, Organizational Culture and Behavior,

Organizational Communication and Human Resource Management, I plan to conduct a program for HR professionals at Government Organization i.e Maharashtra State Electricity Distribution Company MSEDCL Mumbai. Strategy to conduct a brainstorming session with HRM managers,the purpose of this session will to gain insights into the dynamics of e-hrm system users. We will follow up group brainstorming session with detailed one-on-one discussions and survey with many Managers. Questionnaire used in the brainstorming session or survey is follows:

E-HRM Systems Implementation – Brainstorming Questionnaire

1. What kind of e-HRM systems does your company deploy?

2. How many people/locations are typically covered by your E-HRM system?

3. For what kind of activities do you deploy your E-HRM systems? What kind of applications do you have in your E-HRM suite? Who is the vendor? Is Computer Based Training/Learning a major initiative in your organization?

4. Is this a standalone system or is it integrated with other organizational systems?

5. For how long has your organization deployed an E-HRM system? How application working?

Or, is your organization still planning on deploying one? What was (or is) the motivation for deploying one? What actually benedictional of existing application do you feel?

6. What in your view are the organizational, HR, and employee characteristics under the following three categories that make or mar E-HRM systems success?

7. What are the benefits and disadvantages of implementing E-HRM systems?

8. Which ones of the following three needs is your E-HRM system mainly serving - Operational, Tactical, and Strategic?

9. Are employees enthusiastic about using such a system?

10. What employee characteristics - Management Rank, Education, Age, (or other) help or hinder systemusage?

11. What are the technical issues (e.g., ease of use, bandwidth, IT support, self-help features, etc.) that helpor hinder system usage?

12. Are there any effects (positive or negative) of E-HRM system on employee learning and the quality ofcommunication?

13. Now at today's scenario lockdown due to corona virus all of us at home we preferred to use E-HRM from home. Can in this scenario E-HRM is works?

14. How many people are feeling happy to work from home using E-HRM in HR Management?

15. Is there any extra cost for using E-HRM from home? If yes what actual expenditures?

Conclusion of research:

Human resource information systems have dramatically altered how HR services are delivered and managed by Government Organizations. Used effectively, HRIS can makeHR staff more efficient, better informed and better able to communicate how they add value to the business. As the research shows, organizations that combine effective HR management processes with effective HR technology are likely to be more productive and more profitable than those that do not.Of course, the challenge for HR executives is to manage this technology to maximize the benefits while minimizing the pitfalls along the way.

Best Practices: Optimizing Your Results When Implementing HRIS in E-HR

✓ Redesign and streamline HR processes when implementing e-HR tools. Remember, E-HR is a powerful way to implement an HR strategy, but inand of itself, e-HR is not an HR strategy.

✓ Automate basic HR administrative tasks improve the managerial skill effectively & smoothly.

✓ Communicate with employees so they understand how and why E-HR data are being collected and used. How the data stores in long time and how we can reused many more times.

✓ Use data from the HRIS to ask more complex and strategic HR questions. Metrics matter, and the HRIS can offer powerful analytic tools to help managers make tough choices.

✓ Empower employees to control their own data via the HR website and delegate basic HR transactions to employees. Design the HR website to have timely information, make it easy to navigate and make it aesthetically pleasing. Make the HR web presence consistent with employee's expectations. If

employees can't find what they need on thewebsite, they will call HR.

✓ Balance technology with person-to-person contact. Don't let technology manage the relationship with your employees. Losing a personal link with applicants and employees is a real risk with a strong E-HR strategy.

✓ Use non-technological solutions when appropriate. Though E-HR should be a central component of an organization's HR strategy, it should not be the exclusive solution. Technology is not a replacement for sound HR strategy and strong employees.

✓Remember that E-HR is not just for large organizations. Small and medium-sized businesses also can benefit from technological support of HR. As vendors continue to develop more solutions for such companies, opportunities will only grow.

Books/ References and Articles:

Kavanagh, M., Thite, M., & Johnson, R.D. (Eds.) (forthcoming in 2011). *Human resource information systems: Basics, applications, and future directions*(2nd ed.). Thousand Oaks, CA: Sage Publications. This book is the latest version of the most widely used textbook on e-HR and is geared toward those with limited experience in HRIS. It covers topics such as determining software needs, managing the design and implementation process, use and acceptance of systems, and the impact of technology on the different functional areas of HR. This book is a good starting point in familiarizing HR staff members with the ways technology can enhance practice.

Hornik, S., Johnson, R.D., & Wu, Y. (2007). When technology does not support learning: Con

Between epistemological beliefs and technology support in virtual learning environments. *Journalof Organizational and End User Computing, 19* (2), 23-46. The use of more advanced technology can be viewed as a way for organizations to improve training outcomes. This article finds it may not be the technology itself that matters, but how the course design and technology fit with how the trainees like to learn. When the learners found a mismatch, they communicated less, were less engaged and performed slightly worse than when there fit.

CedarCrestone 2009-2010 HR systems Survey, 12th Annual Edition.Dulebohn, J. H., &Marler, J.H. (2005). E-compensation: The potential to transform practice? In H. G. Gueutal& D. L. Stone (Eds.), *The brave new world of eHR: Human resources management in the digital age*. San Francisco, CA: Jossey Bass.Welsh, E. T., Wanberg, C. R., Brown, K. G., & Simmering, M.J. (2003). E-learning: Emerging uses, empirical results and future directions. *International Journal ofTraining and Development*, 7, 245-258.

Details of field visit for Analysis of E-HRM Practices in Govt. Organization

Human resource management practices in PGVLC Electricity Company in Gujarat.

E-HR System in Larsen and Turbo ltd. Pawai Mumbai.

E-HR system and software using for HR policies in Mumbai University.

HR policies and technology use in school at lockdown in Mumbai.

E-HRMS policies followed for HR staff in MSETCL Electricity Govt. Org. at Mumbai.

All policies and technology use for HRMS in MSGENCO Govt. Org. at Mumbai.

All HR practices and survey and questionnaire plan to complete in MSEDCL Electricity Government Organization Bandra Mumbai