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A Study on Impact of Electronic Human Resource Management (e-HRM) in Indian Organization.

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Abstract:

Electronic human resource management (e-HRM) is another face of human resource (HR) by over the past few years. This new face of human resource has been occurring based on internet and intranet technology. Due to the importance of human resource management in the firms' competitive advantages. This study aimed to investigate the impact of the application and use of electronic human resource management (E-HRM) within an organization on its organizational performance. In reference to previous studies, the researcher developed the research model to investigate how the application of E-HRM impacts organizational performance in terms of innovation, customer satisfaction, time to market, rapid adaptation and human resources (HR)processes. The results of the study confirm the positive impact of e-HRM onorganizational performance; hence, the researcher recommends firms to apply e-HRM within its organizations and invest in e-HRM solutions as it has a high effect increasing organizational performance and efficiency. This is done as e-HRM enable companies to quickly adapt to external changes, and meet the changing needs of customers in short time. The study proved that successful use of e-HRM solutions is not limited to HR staff but shall include all employees of the company.

1. INTRODUCTION

e HRM:

e-HRM is an extension of the above technologies that deliver strategic value to organizations through automation and information. There is a fundamental difference between HR information systems and e-HRM. HRIS is targeted at HR departments. The users of this technology are mostly HR professionals who want to use the system to improve processes within HR departments and better serve the company. e-HRM, on the other hand, is aimed at employees and managers.

The authors identified key differences between HRIS and e-HRM. HRIS is about automation of HR services and e-HRM provides technical support for information related to HR services. Technically, e-HR is the technical activation of HRIS for all employees in an organization. e-HRM is seen as a way to do HRM. e-HRM is a fully integrated, organization-wide electronic network of HR-related data, information, services, databases, tools, applications, and transactions that can be accessed anytime, anywhere by employees, managers, and HR professionals. I can do it.

The combination of information technology (IT) tools in the HRM process is called electronic human resource management (e-HRM). e-HRM is typically defined as the use of computer systems, interactive electronic media, and communication networks to carry out human resources functions. e-HRM is broadly defined as a method of implementing human resource management (HRM) strategies, policies and practices in an organization through conscious and targeted support and/or full use of web technology-based channels.

> **Types of e-HRM:**

Human resource management can be divided into three types of her:

Transactional HRM, Traditional HRM and Transformative HRM. They are also categorized into Operational HRM, Relational HRM, and Transformational HRM. Therefore, e-HRM can be basically divided into three types.

a) Operational e-HRM.

b) Relational e-HRM.

c) Innovative e-HRM.

2. REVIEW OF LITERATURE

Abu-Jarad, Yusof &Nikbin, 2010

The need to improve business performance had recently featured prominently in the organizations as a part of its efforts to achieve its goals and objectives and to the welfare of stakeholders in general. This has called for improving the performance and the need to find effective practices for managing human resources. Therefore, this is why organizations undergo to some structural, operational and business strategies changes in order to improve their performance.

Hale, 2004; wheelen& Hunger, 2008

In spite of multiple studies about business performance, it could not be reached to determine the specific concept of it, where stems difference in defining the concept of business performance of diversity goals, trends, norms and standards on which to base managers and organizations in the study and measurement of business performance.

A Study by Davoudi and Fartash (2012)

there is a significant impact to electronic human resources management on organizations. Whereas, the success of organizations, in their performance and the achievement of the competitive advantage, depends on the modern methods of human resources management in organizations, which will in turn lead to efficiency, effectiveness and productivity. This will result in the organizational survival which helps in achieving the organizational success.

3. RESEARCH METHODOLOGY

Title of the study:

A study on impact of electronic human resource management (e-HRM) in Indian organization.

Sub title:

A study on impact of electronic human resource management (e-HRM) in "Shaily Engineering Ltd"

Scope and significance of study:

The significance of this study is to investigate the impact of using E-HRM on organizational performance. Organizational performance is measured and evaluated in terms of independent variables which are (innovation, rapid adaptation, human resource process, customer satisfaction, and fast time to market). The current study determines the effectiveness of electronic human resource management in Indian organizations and also explains the effect of implementing technology in the human resource processes and the influence it has on organizational performance. The importance of the current study is based mainly on the performance of the services and related technological developments which is supported by effective human resources and able of achieving high satisfaction levels for customers and employees to achieve strategic goals.

Main objectives:

The purpose and objective of this study were to investigate the impact of E-HRM application on organizational performance of India.

Sub objectives:

1. To access the impact of e-hrm in organisations in terms of financial contribution and satisfaction of employees.

2. Cost reduction/efficiency gains

3. To verify is it is actually effective or not

4. To make employees more clear about the HR practices easily and effectively.

5. To find many company do have e-HRM

6.To identify what kind of different e-HRM tools/instruments are used in Indian organisations.

Research design:

According to Paulin V. Young, 'a research design is logical and systematic planning and directing a piece of research'. In a simple language we may define research design as, the plan, structure and strategy for investigation conceived, so as to obtain answer to research equation and control. The purpose behind this study was to collect factual information and to explore the same. So research design is Descriptive.

Universe:

The first step in developing any sample design is to clearly define the set of objectives, technically called the universe. The universe for this study consists of "Shaily Engineering Ltd.".

Sample and sampling size:

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 50 respondents from various Employer of Shaily Engineering Ltd which are randomly selected.

Tool of data collection:-

Primary Data:

Tool for the data collection will through questionnaires.

Secondary data:

Internet, books, previous dissertation, journals

Limitation of Study:

1- Human limitation: This study is carried on employees in all departments in Shaily Engineering Ltd.

2- Place limitation: This study is conducted at Shaily Engineering Ltd offices in India.

3- Timeline limitation: The time needed for this research is from   2022-2023

4. DATA ANALYSIS

Table showing respondents know about the concept of e -HRM

No	Responses	Frequency	Percentage
1	Yes	29	58%
2	No	15	30%
3	May be	06	12%
Total		**50**	**100%**

50 responses

● Yes
● No
● Maybe
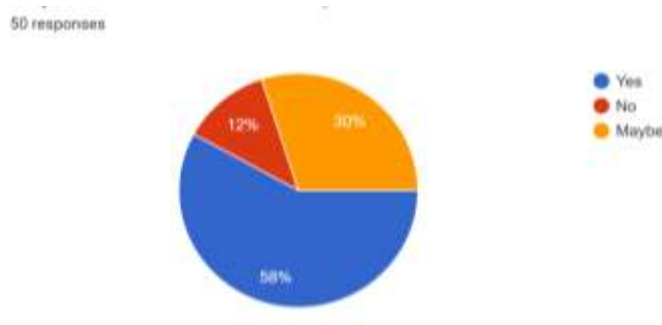
Table showing responses on is e-HRM is effective or not.

No	Responses	Frequency	Percentage
1	Yes	28	56%
2	No	08	16%
3	May be	14	28%
Total		**50**	**100%**

50 responses

- Yes
- No
- Maybe
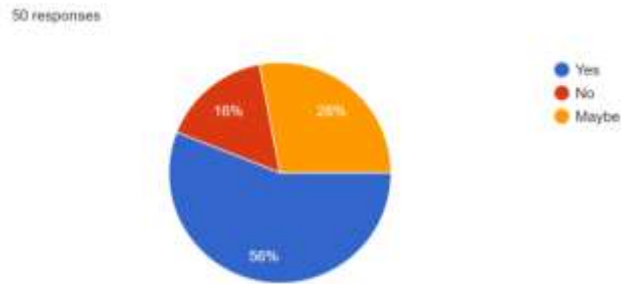
5. FINDINGS

➤ Majority of the respondents 90%(45)are male.

➤ Majority of respondents 46%(23)belongs to the age group of 20-30 years.

➤ Majority of respondents 44%(22) were having graduation degree.

➤ Majority of the respondents 70%(35) are married.

➤ There is equal ratio of respondents having more than 5 years of experience and those who have less than 5 years of experience.

➤ Majority of respondents 58%(29) know about e-HRM concept.

➤ Majority of respondents 64%(32) know about all of the activities of e-HRM.

➤ Majority of respondents 90%(45) gets any e-HRM activity.

➤ Majority of respondents 60%(30) says that the company has its own portal.

➤ Majority for respondents says yes that e-HRM is applicable to all the departments/units/division/levels.

➤ There are equal number of respondents saying yes 42%(21) and may be 42%(21) that e-HRM is helpful or convenient.

➤ Majority of respondents 56%(28) thinks that e-HRM is effective.

➤ Majority of respondents 28.6%(14) finds e-HRM 50-70% effective.

➤ Majority of respondents 44%(22) thinks e-HRM tool may enable to increase integration of HR processes.

➤ Majority of respondents 56%(28) says e-HRM have positive impact on organization.

➤ Majority of respondents 55.1%(27) responds positively to e-HRM.

➤ Majority of respondents 51%(25) says yes that e-HRM tools provide current information that is beneficial in decision making.

➤ Majority of respondents 44%(22)says yes that e-HRM tools are essential to the role of HR practitioners becoming more strategic.

➤ Majority of respondents 52%(26) says yes that e-HRM tools help to improve quality of services.

➤ Majority of respondents 44%(22) finds e-HRM is costly.

➤ Majority of respondents 56%(26)says yes that application of e-HRM has impact on organization's performance.

➤ Majority of respondents 46%(23)may be e-HRM got easy and faster adoption by the organization and their personnel.

➤ There are equal number of respondents 42%(21) saying yes and saying may be that e-HRM tools keeps the data safe and provide security to data.

➤ Majority of respondents 40%(20) remains neutral about e– HRM helps in making good relation between the personnel of the organization.

➤ Majority of respondents 53%(26) may finds e– HRM helpful to keep yourself updated with the functions of the organization.

➤ Majority 49%(24) of respondents says that they might are satisfied with e-HRM.

➤ Majority of respondents 42%(21) has neutral response that the adoption of e-HRM by the organization improved the effectiveness of the HR functions.

➤ Majority of respondents 46%(23) respondents says may be theintroduction of e-HRM system to your organization allowed the integration of dispersed HR functions.

- ➢ Majority of respondents 56%(28) says may be the implementation of e-HRM system led to the reduction of HR department headcount.

- ➢ Majority of respondents 38%(19) says may be investment in the current e-HRM system led to a noticeable enhancement of employee communications.

- ➢ Majority of respondents 42%(21) says may be the implementation of the current e-HRM system contributed to the optimization of the workflow between HR department management and employees.

- ➢ Majority of respondents 50%(25) says may be e-HRM system participates in realizing organizational values and culture changes made within the organization.

- ➢ Majority of respondents 44%(22) remains neutral that improved accuracy and quality of the information derived from the e-HRM system contributes to the formulization of the organizational strategy.

- ➢ Majority respondents 42%(21) says yes that implementation of current e-HRM system shifted administrative activities to employees through self-services technologies.

- ➢ Majority of respondents 51%(25) says may be that introduction of e-HRM allowed HR professionals of your organization to focus on more meaningful tasks that provide increased value to your organization.

- ➢ Majority of respondents 54%(27) says yes that adoption of e-HRM technology was driven by the need of your organization's HR department to spend more time on HR planning activities.

6. REFERENCES

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