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A Study on Employees Perception towards E HRM with Reference to Secondary Sector in Vadodara.

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ABSTRACT:

The purpose of this study is to investigate how employees in Vadodara, India's secondary sector view the implementation and use of Electronic Human Resource Management (E-HRM) systems. The secondary sector, which encompasses sectors like construction, manufacturing, and other industries that rely on production, has witnessed notable progress in incorporating technology into HR procedures. The term "E-HRM" describes the use of web-based platforms and software to handle essential HR tasks like hiring, performance reviews, payroll, employee training, and self-service features. Understanding employee attitudes and views is essential for evaluating the efficacy and acceptability of these technologies as businesses in this industry move more and more away from traditional HR practices and toward more digital, automated systems.

Key Words: Employees' Perception, E-HRM (Electronic Human Resource Management) Secondary Sector.

Introduction:

HRM has transformed profoundly over the past few decades because organizations moved from traditional personnel management toward strategic HRM models. E-HRM developed through technological progress to become Electronic Human Resource Management which applies software systems to web-based platforms and digital technologies for handling HR functions including payroll and performance reviews and training and hiring and employee engagement. Through implementation of E-HRM organizations can produce better decisions and achieve increased operational efficiency together with effective HR strategy alignment.

The economic growth depends heavily on the secondary sector which consists of manufacturing together with construction and utilities since they both drive GDP growth and create employment opportunities. The industry demonstrates traits of labour-intensive execution combined with a multiethnic working group adopting simultaneously traditional and innovative management methods. The implementation of E-HRM within this environment creates specific opportunities together with numerous obstacles to overcome. Employee use of and perception toward these technologies determines the success of E-HRM systems which increases productivity but also enhances HR operations and adheres to working regulations.

Employee understanding of Electronic Human Resource Management establishes its success rate as a fundamental determinant. Positive views about system utility combined with easy-to-use features and trust in the system create. Element better adoption rates and user commitment. The negative views which stem from reluctance to change and low literacy rates and worry for privacy of data and employee job security hinder adoption of new systems. Understanding employee perceptions about E-HRM becomes even more essential since the secondary sector encompasses diverse labour types with varying levels of technological abilities.

Objective:

To Identifying factors influencing employees' perception towards E-HRM implementation.

To Investigating the impact of E-HRM on employees' job satisfaction and productivity.

To Exploring potential challenges and barriers to successful E-HRM adoption from the employees' perspective.

Review Of Literature:

Sr. No	Author	Findings
1	Parry & Tyson (2011)	Desired Goals and Actual Outcomes of E-HRM
2	Panayotopoulou, Galanaki, & Papalexandris (2010)	E-HRM Adoption and Employee Perception: A Cross-Cultural Perspective
3	Kumar, R. & Murthy, V. S. (2016)	Impact of E-HRM on Efficiency of Human Resource Functions in Indian Companies
4	Sharma, A., & Mishra, A. K. (2018)	Employee Perception and E-HRM Effectiveness in Indian Manufacturing Companies
5	Patil, S., & Deshpande, S. (2019)	Perceptions of E-HRM Effectiveness in Enhancing HR Functions in Indian Chemical Industry

Research Methodology:

Title: A Study on employees Perception Towards E HRM With Reference to Secondary Sector in Vadodara.

- **Background Of the Study:**

With the age of digital transformation, Human Resource Management (HRM) has dramatically transformed from conventional HR practices to technologically based processes. Electronic Human Resource Management (E-HRM) has proven to be a key driver that helps organizations effectively manage HR activities, enhance operational efficiency, and increase employee participation. E-HRM includes diverse digital HR solutions such as e-recruitment, e-performance management, e-learning, payroll automation, and self-service HR portals, which promote smooth HR processes.

The secondary sector, comprising manufacturing, construction, and industrial production, is the driving force behind India's economic growth. Vadodara, one of the major industrial cities in Gujarat, boasts a large number of industries that contribute heavily to the regional and national economy. The implementation of E-HRM in the secondary sector is increasingly becoming significant as organizations look to improve productivity, automate HR processes, and enhance employee satisfaction.

- **Significance of the Study:**

In tackling the evolving nature of Human Resource Management (HRM) in the secondary sector, particularly in the Indian context, this research is very critical. EHRM systems are now key enablers to streamline HR processes, reduce administrative burdens, and enhance strategic choice-making as businesses increasingly adopt technology in their day-to-day operations. Nevertheless, employee perceptions, acceptability, and participation are essential to successful implementation and usage of these systems. The labour pool in the secondary sector, encompassing manufacturing, construction, and utility companies, is highly diversified and often comprises unskilled, semiskilled, and skilled labourers. The effectiveness of E-HRM can be challenged by the specific challenges that these diverse populations introduce, including resistance to technology, low levels of computer literacy, and job security and data privacy worries. This research aims to determine the multifaceted facilitators and constraints influencing employee uptake of E-HRM systems in this important sector by examining these variables closely. This research not only addresses actual issues but also fills an important gap in the academic literature.

Research on E-HRM that has already been conducted is likely to focus on developed economies or service industries, with less focus on how it could be applied in emerging economies such as India's manufacturing and industrial sectors. The findings of this study will further our comprehension of how global theories such as the Diffusion of Innovations Theory and the Technology Acceptance Model (TAM) can be applicable in India's secondary sector's distinctive operating and sociocultural environment. The research contributes to a better body of evidence on technology-based HR practices in industrial environments by providing real data on employee perceptions, challenges, and the effectiveness of E-HRM adoption strategies. Also, this research holds serious strategic implications for legislators, business executives, and HR executives. It will provide practical recommendations for designing E-HRM systems based on employees, maximizing technology use through targeted training and awareness programs, and integrating digital HR strategies with workforce demands and expectations.

The findings can be employed by policymakers to develop frameworks that enable the digital transformation of the secondary sector, for example, efforts to enhance infrastructure and human capital development in order to bridge the digital divide. In an extremely dynamic industrial environment, the findings can assist companies in making technology investments that maximize employee motivation, enhance productivity, and create a positive company culture—all of which will eventually give them a competitive advantage. A key contributor to industrial development, employment, and GDP, the secondary sector is a keystone of the Indian economy. Consequently, an understanding of the human factors in technology adoption within this sector is critical to both ensuring sustainable industrial development and maximizing organizational performance. By looking at the interface of technology and

human resource management, this research sets the stage for creating better and more inclusive HR processes that meet the objectives of the company and are attractive to employees.

The research will greatly benefit academic discourse and actual HR administration in the second sector with its comprehensive analysis and pragmatic observations.

- **Operational Definition:**

Employee Perception: Employee perception refers to the individualized interpretation and assessment of organizational procedures, rules, and systems by staff members. More specifically, employee perception in the context of Electronic Human Resource Management (E-HRM) systems refers to how staff members perceive the overall efficacy, utility, and usability of these digital HR technologies. It covers their evaluations of the system's usability, how much they think it improves their job, how satisfied they are with its features, and how good the support and training are. In essence, employee perception pertains to comprehending how these systems affect employees' job performance, job satisfaction, and engagement levels within the company. Structured surveys that record different facets of employees' experiences and opinions regarding the E-HRM system can be used to quantify this.

E-HRM: E-HRM refers to the management and execution of human resource tasks and procedures inside an organization through the use of digital platforms and technologies. This includes putting software programs and online platforms into place and using them for HR-related tasks like hiring, onboarding, performance reviews, payroll processing, benefits administration, and employee self-service. To put it practically, E-HRM is incorporating these technologies into HR procedures in order to improve productivity, simplify processes, and give staff members easier access to HR services**.**

Secondary sector: The secondary sector of the economy refers to industries that are involved in the manufacturing and processing of raw materials. This sector takes the outputs from the primary sector (such as raw minerals, agricultural products, and natural resources) and transforms them into finished goods or products that can be used by consumers or other industries.

- **Research Design:**

The study design of examining employees' perceptions towards E-HRM in the secondary sector is quantitative and descriptive in nature. The population is employees from the secondary sector utilizing E-HRM systems, with a sample taken using stratified sampling to maintain diversity based on job categories, experience, and technology familiarity. Data will be gathered through a formal survey with both closed and open-ended questions to measure employees' satisfaction, perceived advantages, and difficulties with E-HRM. Furthermore, semi-structured interviews can be performed with a selected group of employees and HR managers for more insights. The research will concentrate on variables like technology readiness, training, and HR practices, while employee perceptions regarding efficiency, satisfaction, and system effectiveness will be measured. Descriptive and inferential statistical techniques, such as regression and correlation, will be utilized to examine the data. Ethical principles such as confidentiality, informed consent, and voluntariness will be upheld stringently. The research will seek to determine main drivers of employee attitude towards E-HRM with the objective of making suggestions for enhancing HR technology uptake in the secondary sector. The study is to be finished within six months, data collection lasting 2-3 months and analysis lasting another 1-2 months.

Universe:

All the employees working in the secondary sector organisation.

Sample and Sampling Methodology:

The sample of the study would be employees of the company.

Population:

Employees of the secondary sector organization.

Sampling Method:

The researcher uses simple random sampling method for data collection.

Sample Size:

53 employees of the Secondary sector Organization.

Method of data collection:

- **Tools for the data collection:**

Survey Questionnaire: To collect quantitative data on employees' perceptions towards e-HRM systems, including their satisfaction, perceived benefits, and challenges, data was gathered through structured surveys and questionnaires.

Interviews: Conducted with employees, managers, and HR personnel to obtain quantitative insights. These interviews provided deeper understanding of their experiences, opinions, and observations regarding welfare activities and their impact.

Limitation of the study:

Employee perception of E-HRM within manufacturing firms is confronted with challenges resulting from imbalances in technological infrastructure as well as differences in employees' technological literacy. These differences have the potential to bias perceptions and reduce the scope of generalizability for the outcomes. Moreover, the fast pace of technological change may make findings obsolete soon.

Finding:

- The employees prove to be highly familiar with the topic, with 69.8% very familiar and 24.5% somewhat familiar. A mere fraction (3.8%) is not very familiar, and only 1.9% are completely unfamiliar. This proves that a high percentage of workers are aware of and have knowledge about the topic, with a minimal knowledge gap.
- The E-HRM system is mostly considered user-friendly with 92.4% of the respondents considering it easy or very easy to use. No one has difficulty using the system, and only 7.5% are neutral in their opinions. This indicates that the system is well accepted and readily accessible for most employees.
- Most of the participants are content with the E-HRM system, as 50.9% report that it meets expectations, while 37.7% believe it exceeds expectations. There are only 7.5% who were neutral, while 3.8% thought that it doesn't meet expectations, but none of them indicated that the system doesn't meet expectations. This reflects a very high level of general satisfaction with the performance of the system.
- Most of the respondents have a positive attitude towards the E-HRM system, with 39.6% of them being "very satisfied" and 54.7% "satisfied." Only 3.8% are neutral, and only 1.9% are dissatisfied, with no respondents reporting being "very dissatisfied." This indicates a high general satisfaction with the system among employees.
- Majority of the respondents would also refer the E-HRM system to fellow employees since 67.9% "definitely" refer while 24.5% "probably" refer. Just 5.7% are in-between and 1.9% would "probably not" refer, while there were no respondents "definitely not" referring. This presents a high chance of respondents recommending the system.
- Most of the respondents (64.2%) indicate enhancing the user interface of the E-HRM system, while 20.8% advocate for more training. Also, 9.4% think that improved integration with other systems is necessary, and 5.7% gave other recommendations. Significantly, none of the respondents recommended increased security. This places user interface and training as the most important areas to be improved.

Suggestion:

- Maximize System Use: With the E-HRM system highly utilized and often accessed, consider maximizing its capability even more by adding new advanced features or integrations to further enhance user experience and ensure the system remains in line with changing organizational requirements.
- Monitor and Address Gaps in Usage: Although the system is well-utilized, monitor the 1.9% who do not use it or use it infrequently. Offering additional training or support to these individuals could increase engagement and ensure full participation in the system's benefits.
- Ensure Usability and Training: As the system is commonly known to be user-friendly, keep on providing regular support and training to ensure that it remains easy to use, and all employees, particularly new recruits, are able to use it properly.
- Close Small Satisfactory Gaps: Though an overwhelming majority of the respondents are satisfied, the 7.5% neutral and 3.8% dissatisfied should not be ignored in targeted enhancement. Asking them for feedback will isolate certain areas for improvement to make the system satisfactory for all employees.
- Improve the User Interface (UI): Since 64.2% of the respondents recommend that the user interface be improved, the organization must give utmost importance to a user-friendly, intuitive interface. Simplify navigation, enhance responsiveness on different devices, and make the visual aspects more appealing to engage the system more and use it more easily.
- Offer More Training: With 20.8% suggesting extra training, offering extensive, custom training sessions or materials can guarantee that all employees, particularly those who might not be as technologically savvy, are able to get the most out of the system. Consider offering workshops, tutorials, and user manuals that cater to varying levels of proficiency.
- Enhance Integration with Other Systems: One proposal made by 9.4% of the respondents, enhancing integration with other systems can provide a more unified experience for staff. Compatibility with other programs, like project management or performance management systems, would enhance productivity and consistency of data across platforms.

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