

E-HUMAN RESOURCE MANAGEMENT

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Abstract

Human resource is the greatest asset in management, which is involved in hiring, motivating and maintaining the workforce. It is only with the maximum number of employees the organization can achieve its goals. The primary objective of human resource is to recruit, hire and retain the skilled employees. The task includes preparing a job description, interviewing potential candidates; employment offers and compensation to workers, etc. are the process in employing a person in an organization. E-human resource is very much important in today's world where by the information technology for both networking and supporting activities of HR are performed through electronic way.

Key words: Electronic human resource management, human resource information system, e- recruitment, etc.

1. Introduction

E-human resource is the function of human resource which is concerned with the use, management and regulation of electronic information and processes within an organization. It is the integration of all HR systems and activities using the web based technologies. Using of internet or related technologies to support the activities, procedures and processes becomes the e-HRM. Through e- HRM, the HR manager can get all the data compiled at one place and can make the analysis and decisions effectively. There are three types of e-HRM namely, operational, relational and transformational.

Operational E-HRM: It is related with administrative functions such as payroll and employee personal data. It provides the choice between the employees to keep their own personal data upto date through HR website.

Relational e-HRM: It is concerned with supporting business processes by ways of training, recruitment, performance management, etc. There is a choice between supporting, recruitment and selection through a web-based application or using a paper based approach.

Transformational e- HRM: It is related with strategic HR activities known as knowledge management, strategic re-orientation. It is possible to create a change-ready workforce through an integrated set of web-based tools that enables the workforce to develop in line with the company's strategic choices.

2. E-HRM activities

E-recruitment: It is an online recruitment. It is widely used by the companies. They hire the candidates using the internet as a medium. The common practice is to upload the recruitment information on the company's website or hiring the online recruitment websites to serve the purpose.

E-selection: The HR department using the online selection process must ensure that each step complies with the procedural requirements. The purpose is to utilize the maximum human capital at a reduced cost and in less time.

E-performance management: Companies make use of web-based technology to evaluate the performance of an individual. This can be done using the computer monitoring tool, wherein the complete working of an individual can be recorded or through writing the reviews and generating the feedback on the employee's performance using the web portal.

E-learning: It means using the internet or intranet to facilitate the training and development programme for the workforce. Getting the online modules of training, a large number of employees can be covered to their locations.

E-compensation: An organization using the compensation management online enables to gather, store, analyze and distribute the compensation data to anyone at anytime. The individual can access electronically distributed compensation software, analytic tools, from any place in the world.

Human resource information system: It is a software package developed to help human resources professionals in managing data. HR professionals utilize these systems to facilitate workflow, improve efficiency to collect information. It helps in data entry, data tracking, data information needs of the HR, payroll, management and accounting functions, etc.

3. Benefits of e-HRM

The following are the benefits of e-human resource management.

- It leads to more transparent system
- Considerable reduction of administrative burden
- Provides integral support for the management of human resources and all other basic support systems
- E-HRM saves cost, time and labour
- Promotes efficiency of management
- Quick reporting to the management

- Provides integral support for the management of human resources and all other support processes.
- User friendly interface
- Decentralization of HR tasks
- Transforming HR professionals from administrative to strategic support providers.
- Generation of HR reports to take strategic decisions in an organization.
- Standardization
- Connectivity with the existing information of worker's payroll, attendance and ERP modules eases the work

4. Challenges and opportunities for implementing e-HRM

Resistance to change: Any organization adopting a newer methodology in any of the system will undergo resistance to change in the organization. E-HRM is not an exception to it. Reengineering mechanism is essential to transform the traditional HR manual processes to paperless forms.

Training and development: Education is the catalyst whereby the users are being shaped about the modern trends and techniques in e-HRM. Managing change and adapting to its circumstances is very much need of the hour.

Employee redundancies: Managing change and adopting to change and innovation is very much needed. Employee redundancies, confusion and unwillingness to change are the major hurdles for e-HRM.

Support of top management: Top management support is very much needed to bring about a change. Executive sponsors should be appointed to coordinate, communicate and integrate all aspects of the project. The executives should approve and bring out an all-round development in implementing the change in the organization.

5. Scope for development of E-HRM

Cross cultural training of HR personnel: Adequate strategies should be developed to ensure the cross cultural training of the personnel in the HR department to avoid conflict of interest.

Motivation of employees: Employee motivation is required so that they continue to be a part of the organization and contribute more towards the growth and development of the current organization with their ideas. Job satisfaction and other motivational factors should be taken in to account.

Adaptability: HR should adapt to the changing environment and technology and should opt for sufficient and sustainable technological supportability of equipments and resources.

Flexibility: The HR technologies should be flexible so as to accommodate the changes in the new paradigm shift. The demand of the changing economy should be taken care for developing new policies or changing existing policies.

Technical training: Training and development is the realm of HR department, adequate training is necessary to ensure all workers to keep up with technical changes.

Monitoring and feed back: Successful implementation is to be followed with regular and periodic follow up. This will ensure to understand and solve the problems faced after implementation.

6. Conclusion

E-HRM installation and adaptation will help to the greatest extent possible. The technology based HR functions provides real time metrics to the managers. Effective HR increases speed, lesser paper work and cost effectiveness.

7. Reference

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