E-HRM – IT FOR HR

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Abstract

With the upcoming concept of digitalization, every sector of the economy seems to be operated through electronic means. People are becoming dependent on the technical advancements reflecting that digitalization has sneaked into every aspect of our life. Since the emergence of the internet, a new era of HR termed as E-HRM has begun. To improve the efficiency and contribute to the organization's bottom line, many human resources organizations are transforming to an e-HR business model, moving traditional HR tasks, tools and processes onto inside intranets or the Internet through a portal. Organizations are seeking E-HR solutions that can help automate tasks and streamline workflow, and improve the efficiency of the workforce by providing self-service tools, training, and information. By automating processes, HR can effectively align itself with the business goals of the enterprise and focus on higher value business services and employee needs, such as training and development. This paper basically focuses on what is E-HRM, its types, implications, the role played by it and its goals.

Keywords: *E-HRM (Electronics Human Resources), Digitalization, Electronics Means*

Introduction : E-HRM – IT for HR

E-HRM can be simply defined as the application of information technology for both networking and support for managing the human resources in an organization. Fully developed E-HRM can be responsible for the data gathering tools, analysis competencies and decision support sources for HR professionals to hire, pay, promote, sack, assign, develop, appraise and reward employees in ways that completely occupy them in working on their own outcome, maximize the involvement of each employee, and sustenance in implementing the organization's strategies.

We can say that E-HRM is a way of implementing HR strategies, policies, and actions in an organization through conscious and direct support of and/or with full use of web-technology based channels. E-HRM is, in essence, the decentralization of HR functions to management and labourers. They can access these functions typically via intranet or other web technologies.

Literature Review

According to what Snell et al. (2001) about 70-75 percent of the workload is related to this type of task (What kind of task?). Regardless of the activities itself and their types, Strohmeier [2007] also considers

role such as e-learning, e-recruitment, and e-selection (these activities belong to the relational HRM) to review efficiency and abilities consequences of E-HRM.

As the highest point of Snell et al. (2001)'s triangle, these activities tend to be strategic with the same pace as the company's mission and vision. Whereas only about 5-15 percent of the time is loyal to this part, many organizations are trying to make this share bigger by minimizing the activities in the operational sector (e.g., outsourcing). Nevertheless, as Strohmeier (2007) discussed as transformational consequences of Marler and Fisher [2013] reviewed as an evidence-based approach there is no strong evidence to support this occurrence since no studies directly scrutinized the relationship between E-HRM and any kind of organizational performance count.

Types of E–HRM

E-HRM can be basically classified into three types. These are Operational, Relational and Transformational.

Operational HRM : This type of HRM includes the basic activities in the department which can be named as management tasks such as to apprehend personnel data, keeping records, payroll, company policies, procedures and so on.

Relational HRM (Transactional) : It is concerned with the supporting business processes viz. training, recruitment, selection, etc. (Business jargons)

Transformational HRM : This is the highest-level and most complex type of activity which has nothing to do with HR practice and transactions.

What are the implications of E-HRM?

1. It is used in recruitments for hiring people.
2. Employees in geographically dispersed locations can work together in virtual teams using video, email and the internet.
3. Posting jobs online and receiving the applications online.
4. Online simulations, including test, videos, and email that can measure candidates' abilities to deal with real-life business challenges.
5. Online training can connect employees anywhere and everywhere.
6. Employees can review salary and bonus details and seek information about and enroll in benefit plans.

The State of E-HRM in an Organisation

E-HRM is a concept of doing things, we cannot just ignore the fact that the use of E-HRM in an organization will lead to various transformations in organizational activities. Basically, in E-HRM subfields such as e-recruitment and e-learning, are called as early birds as they were first adopted. Classical human resources management (HRM) includes the recruitment, selection, development, compensation, retention, evaluation, and promotion of personnel within an organization, which could be mostly transferred to the

virtual world. Therefore, the HR career faces an important change with new E-HRM and virtual actions encountered in the business world. However, E-HRM has been known as the vital version of HRM.

Role of E-HRM

E-HRM has been known as its position as the vital version of HRM. E-HRM functions share an analogy with HR management functions, like planning for organizations and jobs for people, acquiring human resources, building individual and organizational performance, gratifying employees, maintaining human capital. Using E-HRM is a way of executing HR strategies, policies, and practices through technology. The E-HRM technology underpins the HR function to abide by the HR needs of the organization based on network. The technology of E-HRM provides a portal which validates managers, employees, and HR professionals to view, extract, or alter information which is mandatory for managing the HR of the organization. Moreover, with the use of E-HRM, fewer HR professionals are needed since.

E-HRM eliminates the "HR Middleman". HR executives are computing on technology and the `information it provides to help them drive decisions that will lead to a positive result of the organization as a whole. It has been pointed out that IT has the potential to reduce administrative costs, increase productivity, speed response times, magnify decision-making, and improve customer service all at the same time. Studies of HR consultants recommended that both the number of organizations acquiring E-HRM and the depth of applications within the organizations are continually increasing. IT is beginning to facilitate firms to carry great HR services.

Evaluation of E-HRM

The evaluation of E-HRM includes six driving forces addressed by the HRD departments that want to continuously increase their value while reducing costs. They are:

1. **Information technology:** The rapid growth in the field of computer hardware, software, networking, and telephony services is absolutely essential to the virtual HRM movement. It is not an accident that virtual HRM departments will become the standards in the near future. This is especially true with the increase in experience and lower costs of information age technology and automated processes.
2. **Processes re-engineering:** Strategic HRM managers are continually looking for ways to streamline and improve core business processes to make them efficient. All business processes especially those in the HRM department can be re-engineered and refined through the artful application of information technology.
3. **High-speed Management:** To be competitive, all companies must work smarter and speedily. Virtual HRM is definitely a smarter and rapid form of service delivery than traditional HRM.
4. **Networked Organizations:** Virtual HRM departments are more probably to emerge in networked organizations than in traditional and bureaucratic organizations. The expansion of information technology such as local area networks, e-mail, and corporate intranets are the trademarks of a flatter networked company. These new-wave organizations offer state-of-the-art technology and information sharing to authorize all levels of personnels.
5. **Globalization:** HRM departments must be capable of providing services to their employees anywhere on earth. Obviously, a technology-aided HRM department that is proficient at traversing the information is in the best position to support a globalized workforce.

Objectives of E-HRM

1. To offer ample, comprehensive and on-going information system about people and jobs at a decent cost
2. To supply support for future planning and also for policy formulations
3. To facilitate the monitoring of human resources demand and supply disparity
4. To automate employee-related information
5. To enable faster response to employee related services and faster HR-related decisions
6. To offer data security and personal privacy

Scope of E-HRM

1. A decisive step towards a paperless office
2. Higher pace of retrieval and processing of data
3. More compatible and higher accuracy of information/report generated
4. Quick response to answer queries
5. A higher inner profile for HR leading to better work culture
6. More transparency in the system
7. Significant reduction of the administrative burden
8. Adaptability to any client and facilitating management;
9. Integral support for the management of human resources and all other basic and support processes within the company;
10. A more dynamic workflow in the business process, productivity and employee satisfaction

Research Methodology

The research work leading to the paper is based on both systematic and ad-hoc research methods. Under orderly methods, both primary and secondary data are accessed. Under secondary data different relevant books, literature, journals, magazines, newspapers, government documents, internet, Vis-à-vis problems, and challenges have been consulted.

E-HRM Tools:

1. **Employee Profile:** E-Employee profile maintenance lies with the individual employee, the manager, and the database manager. E-Employee profile consists of Certification, Honor/Award, Membership, Education, Past Work Experience, Assignment Expertise, Capability, Employee Assignment Rules, Employee Availability, Employee Exception Hours, Employee Utilization, Employee gadgets, Job information, Sensitive Job Information, Service Details, Calendar, Calendar Administration, Employee Locator.
2. **E-Recruitment:** Today the internet has become a primary means for employers to search for job candidates and for the competitors to look for a job. As many as 100,000 recruiting websites are accessible to employers and job candidates and which post jobs and review resumes of various types. But the explosive growth of internet recruiting also means the HR professionals can be a swamp by the breadth and scope of internet recruiting.

3. **E-Recruiting Methods:** Job boards, Professional/Career, Websites, Employer Websites.
4. **E-Selection:** Most employers seem to be embracing Internet recruitment with enthusiasm, the penetration of online assessment tools such as personality assessments or ability tests, has so far been limited. A survey has shown that although more than half responder organizations already use either psychometric or other assessment during the recruitment process, only a few of these companies use online evaluation prior to the interview. Fewer still incorporate a core fit questionnaire in the recruitment pages of their websites.

Conclusion

The execution of E-HRM is a favourable time to delegate the data entry to the employee. E-HRM facilitates the usages of the HR labour market and offers more self-service to the employees. E-HRM (Electronic Human Resource Management) is the advanced business solution which furnishes complete online support in the management of all processes, activities, data, and information required to manage human resources in a modern company. It is an efficient, reliable, and easy – to use a tool, accessible to a broad group of unlike users. As per Mahisha Suramanradhini 2012, E-HRM is a process of applying Human Resources strategies, policies, and practices in organizations through conscious and directed support of and/or with the full use of web-technology-based channels. It wraps all aspects of human resource management like personnel administration, education, and training, career development, corporate organization, job descriptions, hiring process, employee's personal pages, and annual interviews with employees. Therefore E-HRM is a way of doing HRM.

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