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Research Article

Emerging Trends of Electronic Human Resource Management (EHRM): A Conceptual Study

Dr. Venkatesh. R *
Professor, CIMS, Bangalore
Dr. Rajesha. S*
Associate Professor, CIMS, Bangalore

Abstract: Computerized performance monitoring system (CPM), is a software system, which keeps track of performance of an employee. It is capable of keeping track of work assigned, counting the number of work units completed by employees, time taken, recording the idle time of employees, calculated the error rate, task starting time and ending time, even employee key strike rate also can be monitored and recorded. That is the power of technology. It can track all the activities of an employee inside the company and provide feedback to all concerned authorities. This system of procuring and transmitting information of work force of an organisation in digitalized form is called as electronic human resource management. E-HRM deals and stores data with respect to selection, recruitment of employees, training, their payroll, performance appraisal of individual worker, absenteeism, periodical orientation of employees and induction into different work profiles etc. Therefore, E-HRM can be summerised as allocating human resource functions and enabling the management and employers to access these functions through intranet or other web technology routes. It is observed that electronic human resource management has grown in the recent past to a greater heights and has became more ingrained in business culture in the present scenario. These changes will become more evident, but they yet to be marked to a significant degree. Another important expression of E-HRM system is its ability to provide feedback about the performance about an employee.
Key words: Electronic, Digitization of data, Human Resource, Performance tracking.

Introduction

In the present context, where the whole world talks about sustainable development, protecting and preserving nature and passing it on to our next generation, at least that much resources, what we inherited from our ancestors, Electronic Human Resource Management is definitely a tool to achieve the aforesaid objective as it reduces the utilization of paper in the working environment. E-HRM integrates the HRM (Human Resource Management) with IT (information technology), as these two concepts represents two sides of the same coin. HRM (Human Resource Management) with IT (information technology) compliments each other. One should not mistake E-HRM as synonymous with Human resource information system (HRIS) or Virtual human resource management (VHRM) as this is a different approach to HRM (Human resource management) altogether. E-HRM is 'designation of human resource management functions through intranet and other web based technology channels'. Electronic Human Resource Management encompasses the scheduling, organizing, orienting and controlling the procurement

and improvement of human resource, along with compensating, integrating, maintaining and separating so that individual, institutional and societal objectives are achieved efficiently. E-HRM aims to leverage technology to convey human resource solutions that brings about congruency in human capital, processes data and tools as a catalyst towards achieving business strategies. Electronic Human Resource Management (E-HRM) has gained popularity in terms of financial and e-commerce concurrently. As information technologies have decreased the entry barriers to a specific industry, institutions are focusing more on decentralizing their activities while trying to sustain a centralized regulation through standardized processes and data. This E-HRM is playing a crucial role in reducing the universal obstacles, age old activities as well as decreased cycle time for important processes. Now-a-days human resource is becoming more broadened, with high awareness level and exposure worldwide, organizations requires more appropriate apparatus and knowledge related to Human resource, which would make their employees feel more secured, emotionally attached to each other as well as with institution and also empowered as it is rightly said, knowledge is power.

Objectives of the study

➢ To understand E-HRM concept in the present context.

➢ To ascertain growing trends of E-HRM by different organization.

➢ To know the benefits and disadvantages associated with it.

➢ To suggest measures to its effective adoptability and implementation in the organizations.

Research Methodology:

- **Type of Research:** It is a descriptive study as it analyses the present trend of E-HRM

- **Nature of Study:** Conceptual study.

- **Source of data:** The report is based on secondary data sources.

Components of Electronic Human Resource Management

E-HRM comprises of three aspects; namely

Operational

Administrative level information such as policy and programme formulation, strategies designed in relation to changing environment, which required accepting and adopting information technology or web based technology etc., are discussed under this segment. Every detailed information of the guidelines to be followed, merits to be looked at which hiring of an employee, while training them, factors to be considered during their payrollhike, orientation, retrenchment,

personal information etc are recorded under this head. This segment also contains information about the origin of the organization, people and efforts of individuals in setting up this organization. The factors and forces responsible for the working of this organization are also stored in this.

Relational

Once employee is recruited, he or she cannot be directly asked to look after a process unless they are being trained to perform that desired task. Therefore, training of employees, their leave records, their periodical performance appraisal is recorded over here and there is a growing trend of using information technology being extensively used to record all these information. This segment provides assistance and performs supportive business processes, which are required to perform activities related to human resource.

Transformational

This segment deals with knowledge management and tries to restore human resource management function itself along with strategic re-orientation, strategic capability management, organizational reform processes. To contemplate these activities, it integrates information technology with human resource management, as there are many designated software applications enabling this process.

Multi level operations of Electronic Human Resource Management

There is numerous operations at human resource management available to implement electronic human resource management competently and to carry out organizational tasks related to humans in relation with web technologies. Some of those activities are discussed below:

E-Recruitment

Searching the most suitable employees and encouraging them to apply for the jobs vacant and the organizations is the objective of recruitment. Since, internet has provided an easy access of employees with the help of number of job recruiting websites availability. Now-a-days companies have made their data banks and published, whenever the organizations desires to have vacancies. They just feed their job related requirements and specifications.

E-Selection

Selection is a process of hiring most suitable individuals from the pool or hub of applicants with requisite qualifications and competencies. Since, most of the employees of various organizations are following recruitment through internet with full zeal and enthusiasm but the dissemination of

these tools has been so far limited. Today only few of the organizations are using online assessment tests.

E-Learning

Learning through the medium of internet and other web technologies. It merely refers to the programmed learning, where electronic devices and applications are being implied for knowledge creation, management and transfers. E-Learning converges different set of applications such as computer based learning, web based learning, virtual class rooms used for training purposes, digital collaborations which are done through internet, intranet, extranet, satellites, broadcast, etc.

E-Training

Training is something which is required for the individuals to make them expertise in their prescribed field of knowledge. Now-a-days organizations are providing a rich learning interface to the employees to make them well-organized in their work assigned. With the introduction of internet facility now training can be imparted from both work places as well as from home too. Training is being given in the form of virtual as well as classrooms too.

E-Employee Profile

This segment functions as a central point of access to the information pool and detailed information about the employees. This employee profile consists of various things like name, age, qualification, address, contact information, marital status, experience, competency, skills, achievements, honors and awards, service details, rules and regulations, etc.

E-Performance Management System

A digitized company recruits employees through the process of e-selection and e-recruitment and then trains the new recruits on how to contemplate their tasks through e-learning. Despite all these steps the employer needs to examine whether employees' behavior and performance is in tune with the objectives of the organization or not. Realizing companies' strategic goals and simultaneously monitoring employees performance is the need of the hour. Therefore e-performance management system, helps in evaluating the employees by measuring their performance in pursuit to achieve the organizational goals. This constitutes appraisal system, in which the behavior of workers in the work place, normally including both the quantitative and qualitative aspects of job performance through the medium of internet / intranet to effectively test the knowledge, skills and the performance of employees, are assessed.

E-performance appraisal is nothing but using intelligent software instead of paper and pencil method to record, store, analyse and to rate the personal activities of the employee in the company. The HR professionals or line managers will be informed about employees' strengths and weakness, which would enable them to take right decisions with respect to employees. This information will be used while making administrative decisions like pay hike, promotions etc, Providing feedback to the employees about their strengths and weakness. To decide about the training programmes, these information is predominantly used.

E-Compensation:

Compensation is referred as to monetary benefits earned by an employee for the services rendered by him or her within the organization for the employer. This application includes processes that are concerned with job analysis, market rate analysis, and competence, designing and maintaining pay structures. All companies have to properly undergo the strategic procedure of aligning pay, incentives and benefits of employees linked with organizational goals and objectives.

Benefits of E-HRM (Electronic Human Resource Management):

➢ More effective, economical compared to manual system of record keeping.

➢ It facilitates to have diversified and flexible workgroups as the process reduces considerable time and money in recruiting, selecting and assessing of suitable candidates.

➢ It helps the organizations to formulate and preserve the personnel records for further references as and when requisite undamaged and precisely.

➢ It maintains incomprehensibility of personnel in estimation and a decisive step towards paperless office.

➢ The process helps in collecting information on the basis of strategic re-orientation and decision making.

➢ It has the ability to manage voluminous and confidential statistics easily and in a prescribed manner.

Conclusion

It is an innovative approach of managing the workforce of an organisation as resource in a cost effective manner. The process, integrates the information technology with human resource management, as these two concepts represents two sides of the same coin. Organisation are increasingly dependent more on using big data to deal with their human resource management problems. Any business wants to find the most suitable worker for the job to be contemplated in

the organisation. This is the most difficult task, because assigning the job to the right and most responsible person, eases out the responsibility and results in effectiveness. Since this process of selection itself consumes lot of time and money, dependency on big data is increasing, as it narrows down the candidates based on multiple criterion'. This is only an example. Therefore, e-HRM is picking up the pace in the recent past and more and more organizations are accepting and adopting E-HRM concept.

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