

# E-HRM : Conceptual Framework and Benefits

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**Abstract** - This paper constitutes and attempts to connote the role of electronic human resource management practice being followed in the interim. All the organizations whether national or multinational have started implementing web based human resource management tools i.e. E-HRM as a most effectual and proficient surrogate for face - to - face human resource management activities undertaken. The review reveals the positive consequences of E-HRM in today's organizational scenario such as outlay diminution, augmented speed, enhanced qualitative statistics, elevated adequacy, timeliness, and improved strategic human resource management within the organization. This paper contributes the all-inclusive study of operational, relational and transformational E-HRM followed in the organizations. This paper illustrates all types of tools used by an assortment of organizations for practicing E-HRM.

**keywords** - E-HRM (Electronic human resource management), HRM (Human resource management).

## Introduction

E-HRM is the field of planning, organizing, directing and controlling the procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objectives are accomplished efficiently. The procurement and transmission of digitalized human resource information is called electronic human resource management E-HRM stores information regarding payroll, selection, recruitment, performance appraisal, absenteeism, training, orientation and induction. E-HRM is in the essence of the devolution of human resource functions to management and employees as they access these functions typically through intranet or other web technology channels. It is seen that electronic human resource management has developed and became more entrenched in business culture, these changes will become more apparent, but they yet to be manifested to a significant degree. E-HRM is not same as the HRIS (Human resource information system) as well as VHRM (Virtual human resource management) as this is an altogether a different approach to HRM (Human resource management). IT (Information technology) and HRM (Human resource management) are the two terms complimentary to each other. This decreases the usage of papers in the organizations as information technology and human resource management are the two sides of the coin E-HRM is in essence of devolution of human resource functions typically through intranet and other web technology channels. E-HRM is aiming to leveraging of technology to deliver human resource solutions that brings about convergence in human capital, processes data and tools as a catalyst towards achieving business strategies. This term E-HRM has achieved currency in terms of monetary and electronic commerce simultaneously. As internet technologies has reduced the entry barriers to a particular industry so the organizations are more focusing on decentralizing their functions while trying to maintain a centralized control through standardized processes and information. This electronic human resource management has played a crucial role in decreasing the global barriers, redundant activities as well as reduced cycle time for key processes. As nowadays workforce is becoming more diversified in nature, educated and globalised therefore organizations require most suitable tools and insight related with humans and statistics which would make their employees feel more empowered and connected to each other as well as with organization

## Types of E-HRM (Electronic human resource management)

After reviewing electronic human resource management from various aspects we analyze that electronic human resource management is being divided into three aspects i.e.

- **Operational:** This section deals with the information related to administrative level i.e. policies, programmers, strategies in relation with web technology. This section provides and maintains all the records of humans in context of their payroll and personal information. This level includes the thinking, structure and processes lying behind the people related with the success of every organization.
- **Relational:** This section deals with the tasks related to training, recruitment, leave applications, performance appraisal in relation to web technologies. This section deals with the proper recording and steering of all the interactions and mutations undergone while performing activities related to humans. This level provides assistance and act as a backbone for supportive business processes
- **Transformational:** This level endeavors to refurbish the human resource management function itself. This is related with knowledge management, strategic reorientation, strategic competence management, organizational change processes. This includes and carries out most of the daily routine activities which take place via smart suites of technological tools like PeopleSoft and oracle interrelated with the application of the enterprise.

## Tools of E-HRM (Electronic Human Resource Management)

There is enormous number of tools available to implement electronic human resource management competently and in point of fact to carry out organizational tasks related to humans in relation with web technologies as discussed below:

- **E-Recruitment:** Recruitment is a process of searching most suitable employees and stimulating them to apply for the jobs vacant and the organizations. As nowadays internet has provided an easy access of employees with the help of number of job recruiting websites availability. Nowadays companies have made their data banks and published as 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. As nowadays most of the employees of various organizations are following recruitment through internet with full zeal and enthusiasm but the dissemination of these tools has so far limited. Today only few of the organizations are using online assessment tests as rest of them are still following a fit questionnaire in the pages of their websites.
- **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. It covers a wide set of applications and processes i.e. web based learning ,computer based , virtual classroom and digital collaboration which is 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. Nowadays organizations are providing a rich learning interface to the employees to make them well-organized in their vocation assigned. With the introduction of internet facility now training can be imparted from both work places as well as from home too. Trainings are being given in the form of virtual as well as classrooms too.
- **E-Employee Profile:** This provides a central point of access to the contact information 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:** This application deals with the evaluation of all the employees by measuring their performance done to achieve the organizational goals. This constitutes appraisal system in which the behavior of employees in the work spot ,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.
- **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)

- E-HRM seeks astute use of monetary resources as by paying reasonable compensation to the fraction of pains done by them.
- E-HRM provides diversified and flexible workgroups by reducing the cost incurred on recruitment, selection and assessment of suitable candidates.
- E-HRM helps the organizations to formulate and preserve the personnel records for further references as and when requisite undamaged and precisely.
- E-HRM maintains inscrutability of personnel in estimation and a decisive step towards paperless office.
- E-HRM helps in collecting information on the basis of strategic re-orientation and decision making.
- E-HRM has the ability to manage voluminous and confidential statistics easily and in a prescribed manner.

#### Conclusion

As through the middling of this paper we started in advance acquaintance about the up-to-the-minute impression or silhouette of HRM is nowadays altering in E-HRM. This paper compiled an overview of E-HRM. In this we actually laid anxiety on what this concept in point of fact means and how it is working for the assistance of the organizations. We have premeditated three dissimilar levels i.e. operational, relational and transformational by which E-HRM is functional in the different fields to pull off organizational goals. We also discussed in element with reference to the apparatus of E-HRM to lug out effortlessly its schedule works and to appropriately deal with humans as a resource. Undoubtedly aphorism E-HRM is a new-fangled and intrigue meadow of research at the fork of HRM and IT systems. As this will auxiliary endow with assistance for conducting debates and research in electronic human resource management. Electronic human resource management is an innovative manner of running humans as a resource which will show the way to diminution of organizational costs and will increase worth, effectiveness and yield. To sum up this researchers are without a doubt amplification how human resource management is shifting to electronic hr to visage unbending antagonism in the world market. This was just a preliminary begin or an endeavor to lay down the foundation for this integrating of technology with human resource management system. This is not an adequate amount of or closing stages as more number of researchers are obligatory to shell out luminosity a propos HRM, IT and E-HRM

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