E-HRM: A NEW CONCEPT

Ms. Jyotsna
Assistant Professor, Department of Commerce,
Dyal Singh Evening College , Delhi University, Delhi.

ABSTRACT

The phrase E-HRM is the ellipsis for Electronic Human Resource Management. E-HRM refers to the application of internet and connected technology to complete HR functions. Due to excessive development of internet over the years, E-HRM has gained widespread attention. Recent conducted surveys shows that the number of organizations implementing E-HRM is rising rapidly. So, in today's IT based economy the need for E-HRM has become imperative to meet the HR challenges of 21st century. (Zafar, 2012).

KEYWORDS ; *E-HRM , internet and connected technology .*

INTRODUCTION

As per Steve Foster (2009), E-HRM is "a way of implementing HR strategies, policies and practices in organizations through a conscious and directed support of and/or with the full use of web technology-based channels".

Strohmeier (2007) defined E-HRM as "the planning, implementation and application of information technology for both networking and supporting of at least two individual or collective actors in their shared performing of HR activities".

E-HRM was defined as "a way of implementing HRM strategies, policies and practices in organizations through the conscious and direct support of and the full use of channels based on web technology" (Fisher, 2010). Ruel, Magalhaes and Chimeke (2011) claim that the phrases like web based HRM, E-HRM and information technology (IT) based HRM are considered as developments of HRIS (Human Resource Information Systems).

OBJECTIVES OF ELECTRONIC HRM-

- To suggest appropriate, comprehensive and continuing information system about people and jobs at a reasonable cost.
- To offer support for future planning.
- To automate employee related information.
- To simplify monitoring of human resource demand and supply imbalances.
- To offer data security and personal privacy.
- To support quicker HR related decisions.

_____
Journal for all Subjects : www.lbp.world

1

_____

ADVANTAGES OF ELECTRONIC HRM-

- Huge saving of time and money
- 24X7 availability
- User friendly interface
- Reduce majority of paperwork
- Transparent system
- Standardization
- Better work culture
- Substantial reduction of administrative burden
- Access to archived records and documents

CHALLENGES OF ELECTRONIC HRM-

- Expenses associated with investing in electronic human resource management systems: A company wishing to implement electronic HRM must spend money on internet, wifi, personal computers, and software. This indicates that the investment has a significant cost.
- User resistance as a result of the unusual user interface: It is not uncommon for employees who are accustomed to performing a task in a particular way to be unwilling to learn new methods.
- Resistance from managers and staff as a result of inadequate documentation and education: Every change should be implemented with enough training, therefore managers and staff should get adequate training to familiarize them with the idea and use of E-HRM. E-HRM will therefore undoubtedly fail in the future if the company does not offer sufficient training.

REFERNCES-

- Foster, S. (2009), Making Sense of e-HRM: Technological Frames, Value Creation and Competitive Advantage, *Doctor of Business Administration Thesis submitted to University of Hertfordshire.*
- Heikkilä, J. (2010), A Delphi Study on E-HRM: Future Directions, Proceedings of Third European Academic *Workshop on electronic Human Resource Management,* Bamberg, Germany, May 20-21, 229-249.
- Hooi, L. W. (2006), Implementing e-HRM: Readiness of Small and Medium Sized Manufacturing Companies in Malaysia, *Asia Pacific Business Review*, 12, 465-485.
- Ruël H, Magalhaes R, Chiemeke C. Human Resource Information Systems: An Integrated Research Agenda. In *T. Bondarouk, H. J. M. Ruel & J. C. Looise (Eds.)*, Electronic, 2011.
- Strohmeier, S. (2007). Research on E-HRM: Review and Implications. *Human Resource Management Review,* 17, 19-37.
- Strohmeier, S. (2009), Concepts of e-HRM Consequences: A Categorization, Review and Suggestion, *The International Journal of Human Resource Management*, 20, 528-543.
- Swart, J. and Kinnie, N. (2003), Knowledge Intensive Firms: The Impact of client on HR Systems, *Human Resource Management Journal*, 13, 37-55.
- Voermans, M. and Veldhoven, M. V. (2007), Attitude towards E-HRM: An Empirical Study at Phillips, Personnel Review, 36, 887-902.
- Zafar, H. (2012). Human Resource Information Systems: Information Security Concerns for Organizations. *Human Resource Management Review.*

Ms. Jyotsna
Assistant Professor, Department of Commerce, Dyal Singh Evening College ,
Delhi University, Delhi.

_____
Journal for all Subjects : www.lbp.world

2