

A STUDY ON THE PRESENT AND EMERGING TRENDS IN E-HRM

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ABSTRACT

A computerized performance monitoring system (CPM) is a software tool that monitors an employee's performance. It can monitor assigned tasks, track the number of completed work units by employees, measure the time taken, log employee idle time, calculate the error rate, and record task start and end times, as well as the employee's key strike rate. Such is the strength of technology. It can monitor all the actions of an employee within the organization and offer insights to all relevant parties. This method of acquiring and sharing digitalized human resource data is referred to as electronic human resource management. E-HRM retains data related to payroll, hiring, recruitment, performance evaluations, absenteeism, training, and onboarding. E-HRM essentially involves assigning human resource functions to management and employees, who typically access these functions via intranet or other web technology platforms. Electronic human resource management has evolved and become more ingrained in corporate culture; these transformations will be increasingly noticeable, although they have not yet fully materialized. Another significant feature of the E-HRM system is its capability to offer feedback regarding an employee's performance.

Keywords: Electronic, Digitization of data, Human Resource, Performance tracking.

INTRODUCTION

In today's environment, where sustainability is a global topic, safeguarding nature and handing it down to future generations, along with conserving the resources inherited from our forebears, Electronic Human Resource Management is indeed a means to reach this goal as it reduces paper use within organizations. E-HRM combines information technology with human resource management, as these two concepts reflect two facets of the same entity. IT (Information technology) and HRM (Human resource management) support one another effectively. E-HRM differs from HRIS (Human Resource Information System) and VHRM (Virtual Human Resource Management) as it represents a fundamentally distinct approach to HRM (Human Resource Management). E-HRM involves the distribution of human resource responsibilities via intranet and other online technology platforms. E-HRM concerns the planning, organizing, directing, and controlling of the acquisition, development, remuneration, integration, maintenance, and separation of human resources to ensure that individual, organizational, and social goals are achieved effectively. E-HRM seeks to utilize technology to provide human resource solutions that foster alignment in human capital, process data, and tools as a driver for accomplishing business strategies. E-HRM has become increasingly popular in both financial and digital trade at the same time. With the advent of internet technologies lowering the entry barriers in certain industries, companies are prioritizing the decentralization of their operations while aiming to uphold centralized control via standardized processes and information. This digital human resource management has been essential in lowering global obstacles, eliminating redundant tasks, and shortening cycle time for important processes. With the workforce increasingly becoming diverse, educated, and globalized, organizations need the most appropriate tools and insights related to people

and statistics to foster a sense of connection among employees and with the organization itself, empowering them, as the saying goes, knowledge is power.

OBJECTIVES OF THE STUDY

- To understand the concept of E-HRM in the present context.
- To ascertain the 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 E-HRM (ELECTRONIC HUMAN RESOURCE MANAGEMENT)

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, programmes, strategies in relation with web technology. This section provides and maintains all records of workers of an organisation in context of their payroll and personal information. This level includes the thinking, structure and processes, people worked for the establishment of the organisation, forces responsible for the success of the 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 re-orientation, 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.

MULTI LEVEL OPERATIONS OF E-HRM (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: Recruitment is a process of searching most suitable employees and stimulating them to apply for the jobs vacant and the organizations. 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. 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. 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 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: 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 employees 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

Electronic human resource management is an innovative approach of managing the workforce of an organisation as resource in a cost effective manner. The process, integrates the information technology and 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 right people 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 criterias'. 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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