A Study of e-HRM Practices in Current Scenario

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Abstract

HRM is a vital component of all organizations as it is a significant source of human capital. HRM has seen a metamorphosis in the previous ten years, embracing technological tools to improve performance. As a result, the transition to an electronic world is a simple one. This study also identifies disparities in the use of e-HRM instruments in both private and public contexts. It also determines whether some Indian organizations' e-HRM tool apps are different when compared. E-HRM is a new technology field that is rapidly gaining traction in organizations all around the world. Its goal is to transform HR into a paperless, adaptable, and resource-saving operation.

Keywords: e-HRM, Information Technology E-Compensation management, E-Recruitment.

Introduction:

One day, technology will become an integral part of our daily lives. Through the use of PCs and the Internet, people simplified routine tasks and resolved issues. It has sped up some processes and increased the efficiency with which tasks are completed. IT tools are essential in modern business for a more rapid and competent understanding of processes. Global competition is challenging, and organizations must compete with innovative ideas. While all business units are essential to success, we believe that one, in particular, is essential: human resource management (HRM). The human resources department is broadly considered the most significant component of any business, as it directly affects intellectual abilities, necessary capabilities, and employees' work experiences. Numerous techniques have been introduced to support human resource management. Electronic Human Resource Management (e-HRM) is essential to human resource management.

E-HRM uses information technology to facilitate networking and facilitate at least two performers or groups in performing human resource activities collaboratively. E-HRM is essentially the decentralization of management and staff human resource functions. These functions are usually accessed through an intranet or other web-based technological network. The authorization of managers and employees to conduct specific human resource responsibilities allows the human resources department to disperse such duties, allowing HR personnel to focus on HR strategic components while reducing staff levels. As e-HRM improves and becomes more integrated into corporate culture, these changes will inevitably occur, but they must be considerable.

Meaning of e-HRM:

E-HRM is the process of managing human resources services through the use of web-based technology. It encompasses the first fields of human resource management to use web-based technology, e-recruitment, and e-learning. E-HRM has evolved from this framework to encompass virtually all human resource policies. The HR department performs these tasks due to management and employee authorization to perform certain HR functions. They enable human resource professionals to devote more time to strategic aspects of human resource management and to reduce the size of the human resource department as administrative burdens are alleviated. Managers can use desktop users to conduct analyses, create and develop plans, estimate work costs, and analyze staff turnover and absenteeism indicators within an e-HRM structure. Additionally, employees can
use an e-HRM system to plan their professional development, apply for promotions and new career opportunities, and access various human resource policies. Private software solution providers' dedicated software is increasingly supporting various e-HRM systems.

The Computerized Human Resource Information System (CMRIS) is a "completely integrated, organizational network of human resource-related data, information, services, databases, tools, and transactions" (Kettley and Reilly, 2003). This type of system is referred to as e-HR, as it utilizes conventional, web, and voice technologies to enhance human resource management, transactions, and processes.

An e-HRM system, according to Mary Gowan, is a web-based solution that uses cutting-edge web application technology to give a real-time online human resource management solution. It is comprehensive but easy to use, with many features that may be tailored to particular needs.

**Objectives of the Study:**

- To study various essential e-HRM tools to manage human resources.
- To study the organizational benefits of e-HRM.

**Methodology:**

The study is based on secondary sources, including journals (print and online), books, and websites.

**Types of e-HRM**

E-HRM is divided into three categories:

1. **Operational.**
2. **Relational.**
3. **Transformational.**

The following is a description of each of them:

1. **Operational**

Operational E-HRM deals with administrative functions such as the salary and employee personal data.

2. **Relational**

Relational E-HRM supports business processes through training, recruitment, performance management, and so on.

3. **Transformational**

Strategic HR activities such as knowledge management and strategic realignment are the focus of transformational e-HRM. To fulfill its HR objectives, an organization may choose to apply e-HRM policies from any of these layers.

**E-HRM Tools:**

All organizations measure e-HRM as the main feature to be focused on. Everything is possible with electronic solutions, which enable any organization to progress quickly.
E- Employee Profile:
The e-employee profile is an online application that gives a single point of access to an all-inclusive personnel database solution, streamlines HR management, and builds teams by enabling skills for employees, organizational charts, and even pictures. Each employee, the manager, and the database manager are responsible for maintaining the e-employee profile.

E-Recruitment:
In relation to e-HRM, e-recruitment is an essential component. An online job application begins with downloading a form for the desired position and the required qualifications for the job. Employers and job seekers alike now rely heavily on the Internet to find and apply for jobs. That is the main reason why online recruitment has grown in popularity over the last decade and is now the first step in most companies' recruitment processes.

E-Selection:
E-selection activities include web-based testing, in-person interaction, and interviews. The primary goal of electronic selection is to reduce costs, maximize human capital utilization, and ensure sustainability. According to a study, half of the respondent firms currently employ psychometric or other evaluations throughout the recruiting process, with just a tiny fraction of these businesses using online evaluations before the interview.

E-learning/ Training:
E-learning, or e-training, is another facet of interactive e-HRM. Because it is free of traditional training constraints like time and location, this strategy is used in businesses. How e-learning is perceived and used has been influenced by the rapid expansion of telecommunications. Employers do not have to plan training locations, pay for travel expenditures, or hire trainers; therefore, e-learning is less cost than traditional training.

E-Performance Management System:
A web-based evaluation system is one that effectively assesses the abilities, knowledge, and performance of employees via the internet. Web-based communication, primarily E-Mail, has a penetration rate of more than 75% in corporate culture, with E-Mail being the most popular medium of choice.

E-Compensation:
E-compensation is a web-based approach to various payment methods that allows a company to gather, store, control, assess, use, and distribute compensation and information. Compensation planning should be a need of all businesses, large and small. E-compensation management refers to the use of intranets and the Internet to arrange compensation (ECM). ECM, or electronic compensation management, refers to the use of intranet and the Internet for compensation planning.

Benefits of e-HRM in Organizations
The effectiveness and usefulness of an organization can be influenced by an e-HRM system. Minimizing the time spent on previously used paperwork, improving data accuracy, and reducing unnecessary human resources are ways to improve efficiency. The following are the primary benefits of e-HRM in the organizations-

- E-HRM has the potential to improve efficiency as well as utility.
- Insightful reporting and analysis promptly.
- HR has a more substantial internal profile, which leads to a more positive work environment.
- Increased productivity and employee satisfaction due to a more dynamic workflow in the business process.
- Supports the company's HRM as well as all other fundamental and support processes.
- Allows for quick completion of the task.
- E-HRM can help save money while still ensuring data quality.
- Web-based technology could carry out necessary HRM operations such as recruiting, selection, training, and development.
- It assists the HR department in obtaining employee profiles as well as current industry news.
- Over time, integration with the client's current information system (payroll accounting, ERP, attendance registration, document management, and so on).
- It aids in the recruitment of employees for the firm over the internet.
- Routine HR duties are being automated, and filing cabinets are being phased out.

**Conclusion**

E-HRM is a web-based application designed to automate and support HRM processes. Data entry can be assigned to employees with the deployment of e-HRM. E-HRM facilitates the usage of the HR market by giving employees more self-service options. E-HRM is a forward-thinking business solution that provides comprehensive online support for all HRM procedures, activities, records, and data in today's organizations. For a broad spectrum of users, it is a powerful and trustworthy tool. E-HRM is an opportunity to apply HR strategies, policies, and practices in organizations by utilizing web-based media in a sensitive and targeted manner or by fully utilizing these mediums. Employee administration, training and education, career development, job descriptions, recruitment, and annual employee conferences are all covered. As a result, e-HRM is appropriate and progressive in the field of human resources management.

**References**


