23 | EFFECTS OF INFORMATION TECHNOLOGY IN HRM

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Abstract

e-HRM is the use of web-based tool to provide all HRM services within the organisation. This paper aimed to identify the impact of e-HRM management practices through the main study of dimensions in the e-recruitment, e-selection, e-performance appraisal and e-compensation. The first fields of HRM is to make use of web-based technology. Within the system of e-HRM, the line manager uses electronic mode to arrange and conduct appraisals, planned training and development. Evaluate labour cost turnover and absenteeism. Employee can also use system of e-HRM to plan their personal development and promotion in current situation.

Competitive business environment have compelled the organisation to adopt electronic management. Electronic management has become very necessary for building an efficient effective relationship with human resources. Change in the IT is faster than any other processes in the organisation. e-HRM is the new field of technology that is widely spreading in the organisation around the world. So, HRM has become more effective through the use of e-HRM technologies.

INTRODUCTION

Human Resource Management is a new approach to managing people in any organisation. People are considered the key resource in this approach. HRM consists of four main activities that is acquisition, development, motivation as well as maintenance of human resource. Effective human resource management has become more important in recent times. Because, if a business is to be successful and achieve its objectives, it needs to manage its human resource effectively. HRM is a strategic approach. HRM uses a variety of tools to help meet the strategies of the business like HR planning, recruitment and selection, induction, training and development, motivation and communication. Technology has changed the business world in the information age, function without computer is difficult. The advent of computer and internet has increased that impact significantly. This impact is seen in all areas of business including human resources where technology continues to have significant impact on HR practices.

OBJECTIVE OF THE ARTICLE

To study what is e-HRM, goals, tools, consequences of e-HRM and how e-HRM is shaping organisation in a technology driven environment.

RESEARCH METHODOLOGY

Information collected from the various websites, journals and research articles.

Meaning of e-HRM

e-HRM is the use of web-based tool to provide HRM services in the organisation. It is the planning, implementation and application of IT for both networking and supporting to individual actors in their shared performing of HR activities. e-HRM is concerned with supporting business process by means of training recruitment and performance.

Definition

e-HRM is the "integration of all HR systems and activities using the web-based technologies, simply when HR uses the internet or related technologies to support their activities procedure process", then it becomes an e-HRM

Goals of e-HRM

e-HRM is seen as offering the potential to improve the services (e-recruitment, e-selection, e-benefit, e-compensation, pension management and storage of employee data) to human resource department, clients both employees and management.

Traditionally, HR goals have been broken into three categories: maintaining cost-effectiveness, enhancement of service for internal customer and addressing the tactics of the business. With e-HRM, one more goal is added that is the improvement of global orientation of HRM, improve efficiency and Cost effectiveness within the human resource department and allow human resource to become a strategic partner in achieving organisational goal.

Types

There are three types of e-HRM: Operational, Relational and Transformational. Operational e-HRM is concerned with administrative functional and payroll and employee personnel data. Relational e-HRM is concerned with supporting business process by means of training, recruitment performance management. Transformational e-HRM is concerned with strategic HR activities such as knowledge management and strategic re-orientation.

e-HRM Tools

1. **e-Employee Profile:** It is web application, which provides a platform to access the employee contact information and provides a comprehensive employee database solution, simplifying HR management and team building. e-Employee profile contains the following, certification, award, membership, education, past work experience. assignment skill of employees, competency, employee assignment, tools, employee availability, job information sensitive job information, employee exception hours calendar administration, employee tool and service detail calendar.

2. **e-Recruitment:** e-Recruitment, known as online recruitment, is the practice of using technology and the particular web-based resources for tasks involved with finding, attracting, assessing, interviewing and hiring new personnel.

3. **e-Selection:** It includes activity like web-based testing, face-to-face interaction and interviewing and job offering. The purpose of e-Selection is mainly to achieve cost

reduction and maximum utilisation of human resources. Only few companies use online assessments prior to interview.

4. **e-Learning:** e-Learning refers to training or education, where electronic devices applications are used for knowledge creation, management and transfer. Use of internet or intranet to conduct training online' it includes delivery of contact via internet, intranet (LAN, WAN), satellite broadcast interactive, TV, CD, audio and videotape.

5. **e-Performance Management:** A web-based appraisal system is designed which uses the web (intranet and internet) to effectively evaluate the performance of the employees. Performances contracting and appraisal have never been easier. Goals are linked to the balance scored card elements.

6. **e-Compensation:** Web enable approach to an array of compensation tools that enables organisation to collect, store manipulate, evaluate, utilise and distribute compensation. All the companies whether small or large must engage in the compensation planning. The use of the intranet and internet for compensation planning is called e-Compensation management.

7. **e-Skills Management:** e-Skill allows the management for competency acquisition process and on-the-job training in the compliance with the skills development. It monitors competency acquisition via sophisticated reports by individual department, grade and unit standards or job title.

Consequences of e-HRM

The main consequences of e-HRM is to improve quality services and efficient services at the amazing speed.

- It helps in the reduction of cost, time and labour.
- It improves accuracy and reduces human bias.
- Prompt insight into reporting and analysis.
- Everything is standardised and automated so that everyone can be benefited.
- e-HRM plays decisive step towards a paperless office.
- Guaranteeing the security and confidentiality of input data.
- e-HRM facilitates globalisation.
- Reduce the need of managers to interact with staff.

CONCLUSION

e-HRM is the use of web-based tool to provide all HRM services and support HR process. e-HRM is advanced business solution which provide complete online support in the management of all processes, activities, data and information required to manage human resources in the modern company. e-HRM covers all aspects of human resource management from recruitment to appraisal. We are only at preliminary stage regarding the relationship between IT and HRM in organisation. Development would be welcome.

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