

The Virtual Ambience with Electronic Human Resource Management System: A Systematic Literature Review

Monalisha Patel,
Research Scholar,
monalisha.patel10@gmail.com

Sunil Dhal,
Associate Professor,
Sri Sri University,
sunildhal@srisriuniversity.edu.in

Abstract:- There is no exception that organisation and Human Resource Management were greatly influenced by the Information Technology. There is no doubt about it that the use of information technology brings benefits such as cost reduction, time savings and strategic transformation. The term E-HRM can be described as the plan schedules for systematic dimensions, proper implementation of those corollaries and usage of applied sciences in the networking technology for both networking and supporting at least both the individual or collective actors in their shade in the acting of the HR activities. Both the terms electronic human resources management and the virtual human resource management systems doesn't go with the same interpretations that is being streamlined by Lepak and Snellas "The network founded structure built on partnerships and typically framed by networking technologies to support the organisation attain, develop and deploy intellectual capital. It's not even wrong to say that the decentralization of Human Resource functions to manage and workers is the essence of E-HRM. The access of those functions typically can be availed through intranet or other web technology channels. When such kind of facilities are provided with in the organisation it helps the managers and employees in empowering themselves to perform the chosen HR functions in a way relieving the HR Department from those tasks. In a way the Human Resource personnel's needs to be liberal on the working activities rather than on the premeditated issues of Human resources and these all processes helps the organisation in saving the cost by not recruiting more staff in HR and likewise the administrative work pressure is eased. It is even foreseen that E-HRM grows and renovates the part of a business culture while there would be changes apparently but the need is to be inculcated to a substantial measure. The introductory research on CIPD survey (2007) resulted that "The shared services, outsourcing and E-HR have had relatively little impact on costs or staff numbers".

Keywords: *IT, E-Human Resource Management, Electronic HRM, Electronic Human Resource Management.*

I. INTRODUCTION

The E-HRM department is primarily focussing on six driving forces for its evaluation. In the 21st Century those forces are needed to be harnessed and responded well so that the companies can compete. HRM Departments should introduce the following six forces that can continuously ascend their value while reducing the costs:

Information Technology-

Real world is becoming virtual world. It is very obvious that HRM professionals are going through the digital path likewise future will also be full of the digital and traditional challenges both so that IT Skilled HRM employees will be the key eligibility in the near future. The virtual HRM includes the computer hardware, software, networking, and telephony services which are proving its substantial rapid growth. Now, this has become an especially a true factor with the demand for innovation and price saving in the Information technology and automated processes.

Process Re-Engineering -

In order to streamline and improve the core business with efficient cost saving strategies processes, the human resource

management managers strategically vision for smooth channelization and for all those business processes in order to complete with full-fledged strategies basically in the department of human resources management systems can be re-engineered and boosted through the skilful application of information sciences and technology.

High-Speed Management -

There's no doubt about it that the virtual HRM is the smartest and fastest form of service delivery than the traditional mode of HRM. Therefore in this cut throat competition the companies need to be competitive enough working smarter and faster with more efficiency.

Networked Organizations -

The trademarks of a flattered networked company includes the improved amount of production of the facts and figures that is the local area network, wide area network, mails, corporate intranets, etc. Those competing organisations are offered with the latest updated information and technology in a way all the levels of personnels are empowered. The mere existence of the digitally enhanced human resources management units/divisions departments are more exercised

within the web based inter connected departments rather than the old-fashioned or the governmental official companies.

Knowledge workers -

In order to compete with the 21st century organisation the companies need to chalk out on strategic formulation informations while implementing plans with the help of updated knowledge Those learning organisations would be recruited with skilful staff contenting self directed and computer savvy knowledge workers. Those staffing personnels would excel using latest information while quickly identifying and capturing money-spinning corporate prospects although as well recognizing opportunities and undertaking exorbitant hitches .

Globalisation -

From the bird's eye it's a must to develop a global business strategy by all the companies in order to be happening. So, here the virtual HRM departments proves it's forte' of providing services to it's personnels wherever present on the Earth. And it's obvious that a virtual HRM department would anyhow strive to reach the highest amongst the all trying to score the best position to support a globalised workforce.

II. THE IMPORTANCE OF E-HRM

- Improvises standardisation.
- Affluence of employment process.
- Assortment selected candidates.
- Valuation.
- Cost saving administration.
- Time and labour.
- Access to on the job and off the job preparation.
- Enrolment and self-development.
- Location and aptness.

III. OBJECTIVE OF THE RESEARCH

- To provide future planning and estimated policy formulations.
- To interpreted the demand and supply of human resources imbalance.
- To get ease with employee related information.
- To solve the employer related queries in a faster mode and enhance the human resources associated conclusions.
- To propose high grade confidentiality of data and private safekeeping.
- To serve as an instant and easy working information organisational structure about human resource with opportunities available at rational prices saving time and manual labour.

- It aids at operational efficiency.

SCOPE OF E-HRM

- Creating an E-office.
- Wi-Fi speed of channelization of information's and data processing.
- Further accuracy with constituency of facts and figures / report is created.
- Solving the queries in a faster mode.
- Creating a cultural climate globally with a higher internal profile for HR.
- No glass ceiling is formed creating transparency in the system
- Reducing administrative burden.
- Camouflaging to the environment serving to any buyer and assisting administration.
- Keen provision in wrapping up the running administration processes along with other basic supports within the company.
- Consistency in the work flow of the business processes dynamically whereas increasing the productivity and employee satisfaction.

IV. RESEARCH METHODOLOGY:

The research methodology has to be followed with the questionnaire method and data collection.

RESEARCH DESIGN: DESCRIPTIVE STUDY.

RESEARCH TOOLS:

Secondary research- collected data from internet from various websites, bulletins newsletters and periodicals.

E-HRM:

The Human Resource Management is from the people, by the people and to the people i.e managing the personnel's with direction to attain company's vision and mission. The personnel management/HR processes includes human resources tactics, guidelines, and practices in the organisation and those all activities are performed over a sentient and focussed provision of and /or with the packed use of web-based channels. The electronic support in the functioning of the HR processes is termed as the Electronic Human Resource Management or E-HRM. E-HRM is the temperately new word for the IT reinforced human resources management, especially by the usage of web based informations and technology. The E-HRM processes are a new change standing firm in the globalised platform. It objects at renovating the HR function hooked on one i.e. paperless, more elastic and supply effective i.e. it's an E-Office. E-HRM has transformed the traditional way of HRM functions so performed. For example posting job advertisement for recruitment purpose, reviewing resumes, salary payment, compensation and benefits issues helps in

presentations, videos, E-mails etc. Human resource management has developed further operative by the usage of electronic human resource management technologies.

V. E-HRM TOOLS:

E-Employee Profile -

In order to access the employees' contact information database the E-employee web application can prove as the vital opinion of contact providing a comprehensive employee database solution where as simplifying the HR task. It also helps in identifying employees skills, ability to build team in order to fit in the organisation chart. The E-employee profile consists of the following –

Certification/Documentation, honours/awards, memberships, edification, degrees, previous work experiences, project skills, proficiency and aptitudeness, employee task rules, employee readiness, employee immunity hours, employee utilisation, employee gears, job related data, thoughtful job information, service details, datebook, calendar management, employee position finder.

The E-employee profile is retained and as well continued with the sole employee itself, the data base administrator and the HR.

E-Recruitment -

The E-Recruitment process starts with E-advertisement of occupations on announcement board service from which the potential applicant would communicate the respective companies. There is no doubt that the organisations started using the information technology as in the computer system as a recruiting tool saving the cost and time. Here comes the emergence of E-applications. So the internet has become the one and only fastest and reasonable form of E-medium both for employers and for candidates who hunt for employees and jobs respectively. The E-employing approaches includes job panels, professional/career websites, employer websites, talent hunt, talent acquisition, talent management etc. Near about more than one lakh recruiting websites can be scrolled on and as many as employers and job candidates can post the job and review the resumes as and when needed. So this form of internet recruiting is benefitted along its length and breadth.

E-Selection -

The E-Selection process proves the use of the psychometric and other assessment during the E-Recruitment process. The E-Selection process by the use of technology efficiently manages its process by recognising the finest professional applicants those who have accurate acquaintance of information's, assistances, and capabilities for each employment and proves as right job for right candidate. In a way the medium technology helps the

organisations to manage their processes in an efficient manner. Though the HR department is under continuous pressure and has to meet the legal requirement while following the selection methods still it proves to maintain its accuracy with the advent use of technology. And it's quite evident to prove its (E-HRM) effectiveness in the global paradigm.

Classical and Virtual Learning -

The process of classical learning includes data, facts and figures, knowledge and scholastic constituents generally in the form of informative address minutes for trainings that acts as the model of information that is non-reversible. It has been eventually seen that most of the time the feed back is weak, inconsistent or even missing.

The virtual learning system includes the hierarchy of communication in horizontal, vertical, diagonal ways/manner. It is compared that from the vertical model of education the participant can get much more related information's than the classical model of education. Since there is the planet of shared information and feed backs i.e. does not happen in real in the classical model of education. The virtual education models in its environment links the collection of feed backs of different participants, simplify the teaching, simplifies the team work of participants or students with its varied pedagogy through the net working communication system.

E-Training -

In order to save cost and time most companies of the organisations preferred to distribute training inside the organisation focusing on E-learning as the *prima facie* and channelise it in a more efficient way. As the in house training can be availed at any period, wherever decreasing the straight expenses such as the training conveniences, printed materials, e-gadgets, instructors and indirect cost such as the travel expenses, travel time, workforce down times, and lodging, miscellaneous expenses so it is adopted by most of the companies as a part of E-Training activity. Now this proves to be one of the most significant and measurable advantages to attract the companies and in a way most of the major core training Performa are available on-line. The companies succeed to manage those availed features efficiently and measuring the utilisation of new capabilities.

E-Performance Management System -

The E-Performance Management System is the use of the web (intranet and internet) as the web-based appraisal system for evaluation of the skills, knowledge and performance of the employee effectively. This process of management system custom technology to systematise the group of performance data, supervise the employee work and upkeep the progress and conveyance of performance assessments

and evaluations. The E-Performance Management System motivates the organisations in its functions like

- The performance data can easily be accessed.
- The data so obtained makes the performance appraisal system more objective oriented and worth valued.
- Reduces biasness in the appraisal systems.
- Linking performance information to the other HR data within the E-climate.

E-Compensation -

There is a reward/ punishment for every work and activities in the organisation. In earlier days there was the system of compensation/reward/award/salary/bonus/wages for the employees/workers but under the virtual climate of the organisational compensation system the use of technology automates the pay roll processes. Nowadays there is more demand of E-Compensation systems than the meek automation of pay roll procedures. The E-Compensation uses the networking enable technology to benefit the administrators design, implement and administer the compensation policies. All the corporations whether minor, medium, or big are encouraged to occupy in recommendationscheduling. The process of recompensationscheduling ensures that the managers allocate the salary within the budget equitably across the organisation. As and when the organisations are increasingbreadth and length and so the use of internet and intranet. The E-Compensation management very widely defines itself though the extensive usage of intranet and internet.

A Human Resource Information System consents organisations to rationalize and systematize the recompensation planning coursesto model the projectedvariations in recompensation plans, to pathway employee compensation history, to apportion incentive remuneration and additions and to affordadvancedworth informations to the decision architects.

VI. ADVANTAGES AND DISADVANTAGES OF E-HRM

ADVANTAGES OF E-HRM:

- The base for tactical planned decision making is the collection of stored information of the work force.
- Forms the backbone support for managing the human resources integrally and also a support process with in the company.
- It helps in taking prompt decision on the basis of reports and analysis.
- It results in an extravagant work flow in the corporate planned business processes, efficiency and employee satisfaction.
- It forms an E-Office.
- It fastens the routine works.

VII. DISADVANTAGE OF E-HRM:

- The employees and line managers require accepting the change and realising the work done by the implementation of web-based HR tools.
- Those work force so inhibited in to manual work that they don't realise the fastening of web in to their routine work for which they lack the usage of it.
- When using the web-based HR tools the employees should be guaranteed the confidentiality and privacy security of the input data to gain their confidence against the usage of web-based HR tools.

VIII. CONCLUSION

The Electronic Human Resource Management can be well-defined as the developed corporate professional business solution that offers a comprehensive online provision in the management of all procedures and processes, actions, statistics and facts and figures requisite to accomplish Human Resources in a contemporary business organisation. The enactment and the execution of the E-HRM provide a prospect to delegate the data entry to the employee to automate and supply HR processes as its web-based tool. The process of electronic human resource management simplifies the usage of the human resource marketplace and offers and further flexibility, facilitation in providing self provision to the employees. The Human Resource Management in its administration covers aspects like personnel management, edification and preparation, training schedules, career improvement, commercial organisation, job description, employing procedures, employee's individualsheets and twelve-monthly interviews with workforces. Whereas the processes of E-HRM can be well-defined as a technique of executing the human resources approaches and strategies, guidelines and policies and practices exercised within inter/intra organisations through a mindful and focussed funding of and/or the complete use of networking technology grounded mediums. The E-HRM process is an easy to use tool which is reliable and efficient so it's reachable to a broad assemblage of diverse workforces. Therefore the electronic human resources management process is the new change practising the HRM functions on a globalised scenario.

REFERENCES

- [1] Human Resource Information Systems: Basics, Applications and future directions (2nd Ed.).
- [2] Thousand Oaks, CA: Sage Publications.
- [3] www.shrm.org
- [4] Stone, D.L., Lukaszewski, K.M., & Isenhour (2005). E-recruiting: Online strategies for attracting talent. In H. Gueutal & D.L. (Eds), The brave new world of e-HR:

-
- Human Resources Management in the digital age. San Francisco, CA: Jossey Bass & Society for Industrial and Organisational Psychology.
- [5] http://www.nskamericas.com/cps/rde/xchg/eu_en/hs.xml/job-offers.html
- [6] <http://recruitment.naukrihub.com/e-recruitment.html>
- [7] Sammartino, W, “The system integration of human resource management with organisational strategies ,” PhD thesis, Graduate program in business administration, Faculty of Economics, Business Administration and Accounting , University of Sao Paulo, Sao Paulo,2002.
- [8] Rita Bissola and Barbara Imperatori, “Generation Y at work: the role of E-HRM in building positive work attitudes,” Proceedings of Third European Academic workshop on electric human resource management, Vol. 570,PP 378 -399,2010.
- [9] Ngai, E., et al, Importance of the Internet to Human Resource Practitioners in Hong Kong. Personnel Review, 37(1), PP 66-84,2008.
- [10] YaseminBal, “The new human resources management in the 21st century: a strategic view,” Annual conference on innovations in Business and Management; The Center for Innovations in Business and Management Practices, London, UK,2011.