

## E- Management towards Human resource management solutions

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**Abstract:** Individuals mean diverse things by the expression "e-HRM". It is an electronic arrangement that exploits the most recent web application innovation to convey an online ongoing Human Resource Management Solution.

It is complete however simple to utilize, highlight rich yet sufficiently adaptable to be custom fitted to one's particular needs. It additionally alludes to the processing and transmission of digitized data utilized as a part of HRM, including content, sound, and visual pictures, starting with one PC or electronic gadget then onto the next. It will have the capacity to meet the requests of today's Human Resource Management.

Ordinarily, the term e-HRM is utilized to depict innovation's part in empowering the change of exclusively HR movement. Rather than a concentrated work force group dealing with regular assignments, for example, affirming pay rises, dealing with preparing and checking occasion privileges, these can be taken care of by the employees themselves or their line supervisor. Essentially, the selection of e-HRM looks to limit or take out mediation from HR staff, permitting chiefs and employees to perform HR errands specifically with the self administration devices. These can appear differently in relation to the mutual administration focus condition, where the administration would ordinarily be relied upon to be conveyed by a client benefit agent or other class of HR staff.

**Key Words:** HR staff, E-HRM, HR Errands, Administration Devices.

### 1. INTRODUCTION

E-HRM is intended to accomplish the accompanying destinations to offer a sufficient, far reaching and on-going data framework about individuals and occupations at a sensible cost; to offer help for future arranging and furthermore for arrangement definitions; to encourage checking of human resources request and supply irregular characteristics; to mechanize worker related data; to empower speedier reaction to representative related administrations and quicker HR related choices and to offer information security and personal protection.

The scope of e-HRM can be said to envelop an unequivocal stride towards a paperless office; higher speed of recovery and processing of information; expanded access to HR information and simplicity in ordering and renaming information; accumulation of data as the reason for enhancing the vital introduction of HRM; more reliable and higher precision of data/report created; quick reaction to answer inquiries; a higher inside profile for HR prompting better work culture; setting up of streamlined, institutionalized and efficient methods; more straightforwardness in the framework; cost funds achievable through process upgrades and because of diminishment in duplication of endeavors; critical decrease of authoritative weight; flexibility to any customer and encouraging administration; Integral support for the administration of human resources and all other fundamental and bolster processes inside the organization and a more dynamic work process in the business process, profitability and worker fulfillment.

### 2. OBJECTIVES:

- To identify the challenges associated with the implementation and maintenance of e-HRM systems.
- Offering recommendations and suggestions for enhancing the effectiveness of e-HRM systems.

### 3. METHODOLOGY:

- Data from different published and unpublished industry reports, diaries, periodicals, books, newspapers, etc. (counting databases like EBSCO, Pro-quest, India Business Insight Database and others).
- Net search was conducted to add relevant data to the secondary sources.
- Websites of several companies were searched to chase out case studies which would be relevant to the context of the review. This was done with a view to enabling an in-depth examination of the issue under consideration and to generate new ideas and suggestions. A careful examination of the e-HRM systems in different associations has helped in widening the arena and an objective analysis of the issue under consideration.

**4. ANALYSIS:**

**The e-HRM system has increased employee commitment with the organization by boosting their motivation and confidence levels**



Figure 1 demonstrates the sentiment of respondents' w.r.t. the view that the e- HRM system has increased employee commitment with the organization by boosting their motivation and confidence levels around 46% of the respondents' agree/strongly-agree and 35% disagree/strongly-disagree with the view. Of the aggregate respondents around 18% remain undecided.

- Considerable extents of the respondents (42%) remain undecided on the supposition that the e-HRM process ensures compliance with approach and procedures and equal extent agree/strongly-agree with the view. Of the aggregate respondents around 15% of the respondents disagree with the view whereas none of the respondents strongly-disagree.
- On the sentiment that working with e-HRM is clear and understandable a generously large extent (42%) remains undecided on the issue, around 46% agree/strongly-agree and around 12% disagree with the view. None of the respondents strongly-disagree with the view.
- W.r.t. the view that policies formulated under e-HRM technology are easy to comprehend, credible and are user friendly, a considerable extent (45%) of the respondents remain undecided. Around 47% agree/strongly-agree and a relatively little extent of respondents i.e. around 8% disagree/strongly-disagree with the view.
- About 35% of the respondents disagree with the view that since the implementation of e-HRM technology the HR department is increasingly involved in strategic HR activities. A very little extent i.e. around 1% strongly-disagree with the view. Around 29% remain undecided whereas around 35% agree/strongly-agree with the view.

Figure.2 depicts the sentiment of respondents on the view that e-HRM technology is compatible with other system

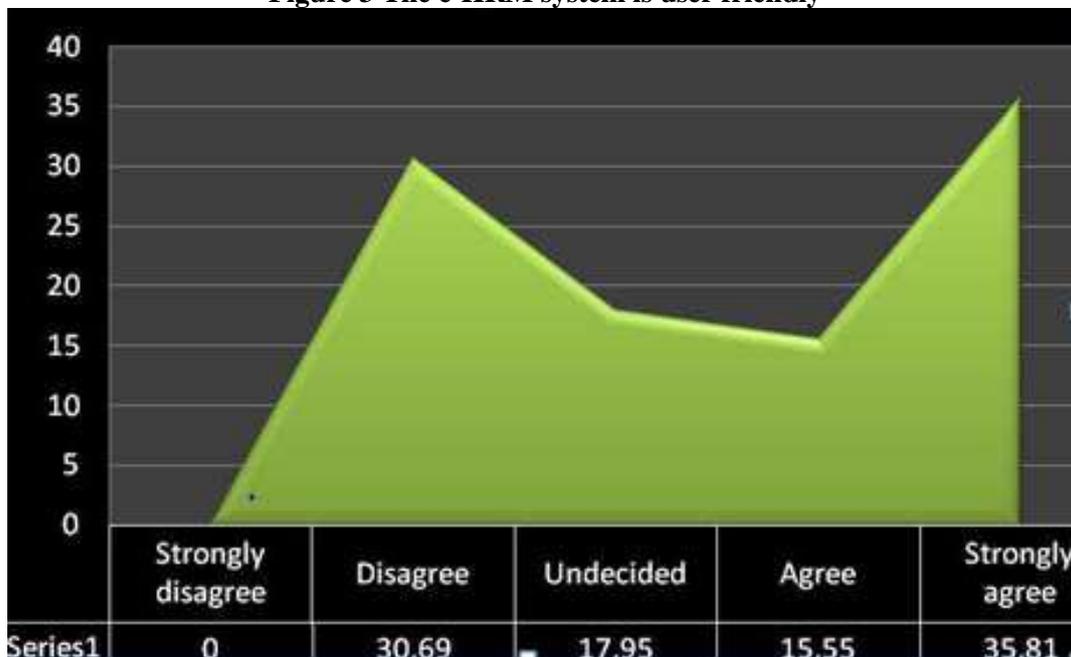
**Figure 2 E-HRM technology is compatible with other systems in use**



The above figure shows that w.r.t. the view regarding the e-HRM technology being compatible with other systems in use, 43% of the respondents' agree/strongly-agree with the view and about 46% disagree/strongly-disagree. Of the total respondents about 11% remain undecided on this issue.

- The opinion of respondents on the view that e-HRM system is user friendly is shown in Figure3

**Figure 3 The e-HRM system is user friendly**



The above figure shows that regarding the view that e-HRM system is user friendly, more than ½ i.e. about 51% of the respondents' agree/strongly-agree with the view whereas about 31% disagree. Of the total respondents about 18% remain undecided and none of the respondents strongly-disagree.

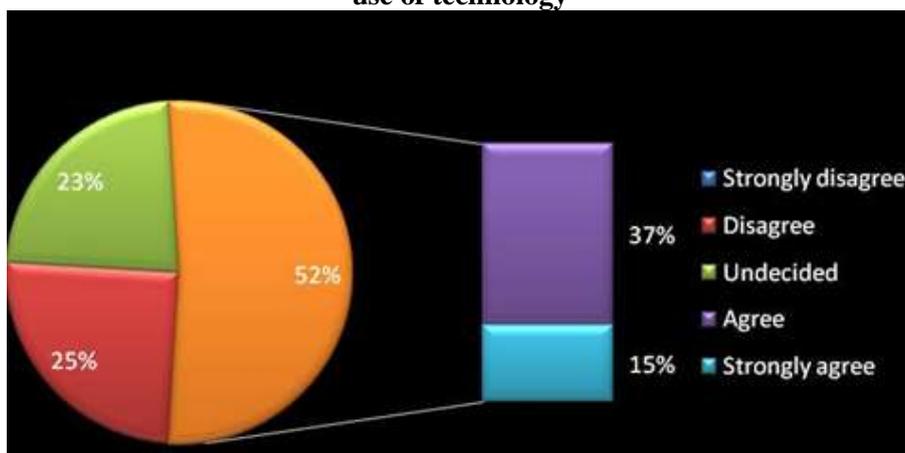
- In the opinion of respondents regarding the timely availability of information through the e-HRM system, about 54% of the respondents agree/strongly- agree with the view whereas only 19% disagree. Of the total respondents about 27% remain undecided.

**Figure 4 The e-HRM system provides up-to-date information**



- Figure 4 shows the opinion of respondents on the view that the e-HRM system provides up-to-date information. A very large proportion of respondents: i.e. about 88% agree/strongly-agree with the view that the e-HRM system provides up-to-date information. None of the respondents disagree/strongly- disagree with the view whereas about 12% remain undecided. (xxix) The opinion of respondents on the statement that the e-HRM system has ensured a clear fit between business and HR strategy is shown in figure 5.

**Figure 5 E-HRM has been an effective change agent for positively molding the employees' attitudes towards the use of technology**



- The above figure demonstrates that w.r.t the supposition of respondents on the view that the e-HRM system has ensured a clear fit between business and HR strategy around 52% of the respondents agree/strongly-agree and 25% disagree. None of the respondents strongly disagree whereas around 23% remain undecided.
- W.r.t. the view that e-HRM has been an effective change agent for positively forming the employees' attitudes towards the use of technology more than ½ i.e. around 56% of the respondents agree/strongly-agree whereas around 30% disagree. None of their respondents' strongly-disagree with the view and around 14% remain undecided

## 5. CONCLUSION:

Today's Human Resource software offers increasingly sophisticated functionality giving companies the opportunity to automate labour-intensive processes and devolve routine transactions to line managers and, in some cases, to employees themselves. The introduction of a Human Resource Management System can help to ease the administrative burden for busy Human Resource departments, which stand to gain from increased access to Human Resource data, streamlined and standardized processes, greater reporting functionality, more consistent and accurate data and a higher internal profile.

The process of choosing and rolling out a new Human Resource Management System can be a major undertaking both in terms of money and time. It is important that Human Resource takes the lead from the outset to ensure that the system matches the department's core requirements. Indeed, the level of functionality of a Human Resource Management System should be determined by the realistic needs of the particular company. There is little point paying for features that will not be used or that are simply not required. Companies must also make suitable arrangements for communicating the changes and training end-users, particularly where self-service functionality opens part of the system to line managers and employees.

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