



ELECTRONIC HUMAN RESOURCE MANAGEMENT

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Abstract:

Electronic Human Resource Management is an essence the revolution of human resource functions to management and employees. These functions are typically used via intranet and web technology. This helps the organization to improve their standards where they can able to review and forward. All those documents can be viewed within a fraction of second with help of client and server links. The phenomenon of E- HRM deserves closer and more fundamental roots to HR activity. The E-HRM develops and become more entrenched in business culture and they will become more apparent. Growth of technology updates different types of methodology in Business Environment Compare to past decades there are number of advancement as grow towards the business sector and for the operation of the work. Now a day human resource Management plays a vital role in the development of organization and the growth of an individual. Each practice consists of different activities like Recruitment, Selection, Performance appraisal, T&D etc. the E-HRM helps the organization to be well developed and to complete the work in time even though it's very difficult to implement for the mindset of the employees. The Indian administration is totally different when compare to European standard since the update of technology towards electronic HRM is very less. When implementing E_HRM it is not easy to make advantageous on a local scale that make it hard to get local HRM professional to be enthusiastic. More over the mindset of the Employees and the Managers even for the E-HRM is implemented for the development of the organization it does not create much awareness towards the organization members. Even though the E-HRM have more simplification in the working activities it needs more practice and to implement in the organization. The insurance sector and banking sector may have a identical growth towards it. If this E-HRM implemented in India where it helps a lot in all the organization where they can convey more information with one another with the link of intranet and web Technology. It helps the standard improvements for all the organization and their objective oriented goals to minimize the work load of administrative purpose.

Electronics Human Resource Management:

"The Total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes and beliefs of the individuals involved"- Megginson.

Introduction:

Electronic Human Resource Management is an essence the revolution of human resource functions to management and employees. These functions are typically used via intranet and web technology. This helps the organization to improve their standards where they can able to review and forward. All those document can be viewed within a fraction of second with the help of client and server links. The phenomenon of E-HRM deserves closer and more fundamental roots to HR activity. The E-HRM develops and become more entrenched in business culture and they will become more apparent. In my study E-HRM brings change in the way they experienced I HRM functions in their company and in the HR tolls and the instruments they offered. They acquire the opportunity to get updated in terms of organizational growth dynamics to take part in online chatting, career path choosing etc. However, not all employees are willing to accept full responsibility for the individual career development through web-based HR tools. The growth of E-HRM will develop once they practiced. Growth of technology updates different types of methodology in Business Environment Compare to past decades there are more number of advancement as grow towards the business sector and for the operation of the work. Now a day Human Resource Management plays a vital role in the development of organization and the growth of an individual. Each practice consists HRM helps the organization to be well developed and to completed the work in time even though it's very difficult to implement for mindset of the employees.

Definition:

E-HRM is way of implement HR Strategies, Policies, and Practices in organization through a conscious and directed support and / or with the full use of web-technology based channels. The word "implementing" refers to the meaning, such as making something work, putting something into practice, or having something realized. By Hubb Ruel, Tanya Bondarouk, Jan Kees Looise. E-HRM is the (Planning, implementation and application of information technology for both networking and support at least two individuals or collective actors in their shared performing of HR activities.

Objectives:

- ✓ To give a suggestion of implementing the E-HRM and the development of organizational and individual goals in India.
- ✓ To give the information about the E-HRM usage and the work simplification in the organization.
- ✓ To know the impact of E-HRM growth and their practice in Banking and insurance
- ✓ To analyze the impact of implementing E_HRM in India and their difficulties.

Growth of E-HRM in European Countries:

More number of MNC Companies has taken advance role in implementing the E-HRM in their countries. This helps the employees and the higher level executives to communicate very easy with their colleagues and to perform their work. The global way o connecting networks leas to various growths for the employees all over the world through this methodology. The client and server links helps the desk person to make effective flow of authority and links to perform their jobs with ordering or commanding in a direct way. This helps them a smooth relationship and helps them split their and compete it according to organizational objectives. Even though the E-HRM is very difficult for the persons mind set and practical thinking.

Role of E-HRM Growth in an Organization:

In my study the organizations so not start with nothing when they step out onto the E-HRM road. For a start their will be certain implicit and explicit HRM policy assumptions and practices already in use. The set of HRM policy choice within an organization can be categorized into one the three types distinguished by

The Bureaucratic policy

The Market Policy

The Clam Policy

From the existing state of the HRM organization, the individuals and groups involved make choice with regards to E-HRM with more number of practices with major experts.

E-HRM Goals:

E-HRM is offering the potential services to HR Department Clients (both Employees and Management) improve efficiency and cost effectiveness with the HR department and allow the HR to become a strategic partner achieving organizational goals. Turning to the employees, the introduction of E-HRM brings changes in the way they experience HRM in the company and in the HR tools and instruments they get offered. They acquire the opportunity to get updated in term of organization dynamics, take part in online discussions, and choose their career path. However, not all employees are willing to accept full responsibility for the personal career development through the available web-based tools. The implementation of E-HRM in international and Global Companies seems to be difficult in the sense that it is hard to convince the local HRM department to contribute and to collaborate because it is difficult to make the advantages of E-HRM visible and tangible to them in the first place. To make local HRM professionals change their way of working is difficult. When implementing E-HRM globally it can difficult of get support of the relatively small components of the company.

Importance and Features of E-HRM:

I have given the importance and features of E-HRM strategies

- ✓ Web Based application
- ✓ Customizable work flexibility
- ✓ Access control and Multi site capability
- ✓ Online leave application, Auto routing and approval Capability
- ✓ Integrated with Time Management System
- ✓ Web reporting feature.

The Web based Electronic HRM helps to do the work in a simple way. Any person can get and operate web based application like Recruitment, selection process, Training and Development etc. Customizable Work Flexibility where the employees are very flexible to work without holding out. This E-HRM can customize the work within the organization so the goals can be reached easily. Access control and Multi site capability the her department can have the control and monitor all the activities in the department as well as it helps to gather more information about the employees from the interconnected intranet and web technology. Online leave application; auto routing and approval capability impact E-HRM helps the HR persons to reduce their work and paper handling. An employee can send the online leave application for their approval so as to get the immediate reply. Integrated with time management system helps the organization members to identify the employee in-timings and activities. Web reporting features can report their work report to the higher official without reporting manually.

Types of Electronic HRM:

There are three types of E-HRM

- ✓ Operational
- ✓ Relational
- ✓ Transformational

Operational is concerned with administrative function like payroll, employee personal data etc. relational E_HRM is concerned with supporting business process by means of Training, Recruitment, and performance Management etc. Transformational E-HRM is concerned with strategic HR activities such as knowledge Management, strategic re-Orientations etc.

E-Human Resource Tools:

In my analyses I have identified the following are tools HR department can perform with the help of E-HRM

- ✓ E-Recruitment
- ✓ E-Appraisal
- ✓ E-Leave
- ✓ E-Claims
- ✓ E-Profile
- ✓ E-Learning
- ✓ E- Attendance
- ✓ E-Overtime

In E-recruitment where a HR manager can avoid the go down and drop down applicant format. This helps to reduce the bur dance and can select the right person for the right job with the help of this system in our objectives of the study. The traditional appraisal methods are followed in many organization those method may create controversy among employees so the E-HRM helps the employee to view their lacking area and to identify their improvement needs they required. Any person can get their leave sanction in any circumstances. This helps them to know the total leave available their remarks. One of the best impacts towards the employee role where they can claim their requirements in time. More over insurance company can us these E-HRM methods to simplify their work towards customer satisfaction. The E-HRM helps to update the profile information of all the employees in the organization e-learning is one kind of training where an employee can update himself with the help of web technology. To know about the status of the attendance this E-HRM Strategies helps with this facility.

Innovative E-HRM Practice in Banking and Insurance Sector:

The growth of Electronic HRM has great impact towards Banking and insurance sector. These two organization has more paper work if the E-HRM has practices it helps them to reduce the work tension and do to work in simple way. The advantages help the insurance sectors work to be done with the help of intranet without spending more time in moving files from one table to another. The banking sector can contact their chain of banks and share their work load and work activities in equal basis. The insurance sector can updated the renewal information about the employees. The E-HRM helps the insurance person to maintain different database for different claims with effective modulation.

Growth of E-HRM in India and their Difficulties:

India is the fastest growing country in technological development since more number of software like ERP and SAP has implemented in some concern its very difficult to handle and maintain them. Some concern has implemented that advancement software to reduce their work bur dance and paper work. This E-HRM have great impact toward Indian culture by take more time to implement with all over the country with intranet and web technology. Even European countries are very familiar in operating technology even though they feel difficult for applying this methodology to share or review information. Where E-HRM can help persons to updated their career path and their growth towards society expectations. More number of expertise memberships to practice with current HR trends and slowly implement with all the concern where they have link to contact all the persons in the world. More over the mindset of the human being is very important for the capacity and the more number of training required before implementation.

Suggestions:

- ✓ Implementing E-HRM in India can develop some advanced growth.
- ✓ The E-HRM information can helps to simplify the work in the organization.
- ✓ Individual career can be improved with the help of technology and intranet facilities since it is very difficult but the growth will be decade orientation.
- ✓ The banking and insurance sector can do the possible work wit a minimum time oriented. This helps the workers to know the renewal dates of their customers and easy to recruit people as they required.

Conclusion:

The Indian Administration is totally different when compare to European standard since the update of technology towards Electronic HRM is very less. When implementing E-HRM it is not easy to make advantageous on a local scale, that make it hard to get local HRM professional to be enthusiastic. More over the mindset of the Employees and the Managers even for the E-HRM is implemented for the development of the organization it does not create much awareness towards the organization members. Even though the E-HRM have moe simplification in the working activities it needs more practice and to implement in the organization. The insurance sector and banking sector may have a identical growth towards it. If this E-HRM implemented in

India where it helps a lot in all the organization where they can convey more information with one another with the link of intranet and Web Technology. It helps the standard improvements for all the organization and their objective oriented goals to minimize the work load of administrative purpose.

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