## Chapter 18: E – Human Resource Management

1. <u>Definition</u>:

   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, procedures, processes then it becomes an E-HRM.

   Through E-HRM, the HR manager can get all the data compiled at one place and can make the analysis and decisions on the personnel effectively.

   E-HRM is seen as offering the potential to improve services to HR department (both employees and management), improve efficiency and cost effectiveness within the HR department and allow HR to become a strategic partner in achieving organizational goals.

2. <u>Types of E-HRM</u>:

   There are three kinds of E-HRM
   - Operational e-HRM
   - Relational e-HRM
   - Transformational e-HRM

3. <u>E-HRM Activities:</u>
   - E-Recruitment

     Advantages
     - Low cost per candidate, as compared to the physical recruitment process.
     - Wide geographical coverage, i.e. the candidates can be hired from any part of the world.
     - Beneficial for both the employer and the job seeker, the corporations can find the prospective candidates through their CVs attached to world wide web and similarly the candidates can search the employer through their job vacancy advertisement posted on the internet
     - Less time required in hiring the potential candidate for the firm
     - Right people for the right job can be easily found through e-Recruitment by matching the candidate's CVs with the job profile.
     - The recruitment process becomes more efficient and easy to record details of the applicant.

   - E-Selection

     Advantages of E-Selection
     - The candidate need not move from his place to take the written test, preliminary interview, provide additional information and final interview.
     - It reduces the time required for other selection techniques
     - It drastically reduces the overall cost of selection process

Limitations of E-Selection
- It cannot operation certain selection tests like psychological tests
- Mechanical defects in transmitting information reduce the efficiency of selection techniques
- Judgment based on the e-selection process cannot be as perfect as traditional process

- **E-Performance Management**
  An effective e-Performance management system paly a very crucial role in managing the performance in an organization by:
  - Ensuring that the employees understand the importance of their contributions to the organizational goals and objectives
  - Ensuring each employee understands what is expected from them and equally ascertaining whether the employees possess the required skills and support for fulfilling such expectations.
  - Ensuring proper aligning or linking of objectives and facilitating effective communication throughout the organization.
  - Facilitating a cordial and a harmonious relationship between an individual employee and the manager based on trust and empowerment.

- **E-Learning**
  Advantages**:**
  - Flexibility
  - Mobile
  - No travel
  - Lower cost
  - Tailored to you
  - Technological Possibilities
  - Global

- **E-Compensation**
  An organization using the compensation management online enables it to gather, store, analyse and distribute the compensation data or information to anyone at any time. Also the individual can access electronically distributed compensation software, analytic tools, from any place in the world.