

**CONCEPT OF E-HRM: A REVIEW OF LITERATURE****G.A. Bhosale<sup>1</sup> and D.B. Bagul<sup>2</sup>**<sup>1</sup>ASM IBMR Chinchwad, Pune<sup>2</sup>Saibalaji International Institute of Management Sciences Pune<sup>1</sup>gautam.bhosale@hotmail.com, <sup>2</sup>babicrab@gmail.com**ABSTRACT**

The rapid development of the internet and information technology during the last decade has enhanced the adoption of e-HRM. E-HRM is the application that enables easy interactions between the employees and the employer. The basic objective of this chapter is to research topics such as the concept of e-HRM, recruitment, selection, training, drivers, and barriers of e-HRM, and so forth. The processing and transmission of digitized HR information is called e-HRM (Electronic Human Resource Management). It stores information regarding payroll, employee personal data, performance management, training, recruitment, and strategic orientation. This paper carries a review of literature on the concept of e-HRM.

**Keywords:** HRM, e-HRM, Impact of e-HRM, Recruitment

**Introduction**

Electronic- Human Resource Management (E-HRM) is a web-based solution that exploits the latest web application technology to convey an online real-time Human Resource Management Solution (Gowan 2001). There is a major distinction between HRIS (Human Resource Information Systems) and E-HRM in that basically HRIS are coordinated towards the HR department itself whereas with E-HRM, the target group isn't only the HR staff but individuals outside this department: the employees and management. Technically speaking it can be said that E-HRM is the technical unlocking of HRIS for all employees of an organization. Wright and Dyer differentiate 3 areas of HRM where organizations can decide to 'offer' HR services face-to-face or through an electronic means: traditional HRM, transactional HRM, and transformational HRM (Wright et.al, 2000). This paper carries a review of literature on the concept of e-HRM.

**Literature Review**

Ahmed et al., (2019) reveals insight into the idea of Human Resource executives. In that, the authors have endeavored to underline a portion of the significant advancements in the field of HRM. The article explains the development from HRM to E-HRM and why it is getting unavoidable for organizations to comprehend and acknowledge it. The conversation likewise features nitty gritty

clarification of the highlights and prospects of E-HRM and its uniqueness in correlation with conventional HRM practices. In summary, the article likewise explains HRM as a vital idea while focusing on identifying components with innovative supremacy. The article helps people excited to lead academic work in the area of E-HRM and its key significance in the years to come.

The motivation behind this examination by Waheed et al., (2020) is to explore the indicators of E-HRM execution and selection in the small & medium venture (SMEs) in the assembling area. Three primary indicators including regular HRM practices, accessibility of resources and workers mentality towards E-HRM were broke down. Information was gathered through a poll overview and 500 workers took an interest in this study. Results find that E-HRM vigorously relies upon representative disposition towards E-HRM and accessibility of resources. Ordinary HRM works on including preparing and improvement, remuneration and benefits and execution evaluation additionally have a fundamental job. The status of executing and receiving E-HRM practices in small and medium undertakings are subject to aptitude, monetary and specialized resources. This examination will assist administrators with building up a system for viable execution of E-HRM in small, medium undertakings (SMEs) in the assembling area.

The paper by Rahman et al., (2020) targets understanding the part of innovation in e-HRM usage by thinking about the focal point of human operators and basic limitations of innovation. In this regard, innovation is considered to make a system that shows office and structure relations dependent on the structuration hypothesis of Giddens. A subjective report was led. The information originated from 30 semi-organized meetings that originate from two distinct services in Bangladesh. The discoveries exhibited that the focal point of a human specialist in actualizing e-HRM and basic limitations of innovation are the key discoveries dependent on the structuration hypothesis of Giddens. The fundamental commitment of this exploration is to carry another point of view to e-HRM as thinking about boundaries and dangers of innovation notwithstanding the advantages of it through receiving structuration hypothesis. Accordingly, this examination makes a far-reaching commitment to the e-HRM field that centers round just advantages.

In their research by Galanaki et al., (2019), the authors talk of a configuration methodology and means to give methodical information on which designs of e-HRM appropriation really exist at the worldwide level. We operationalized e-HRM design as a blend of the genuine level of mechanical nearness and how much the innovation is utilized to empower HRM exercises. The center exploration addresses tended to in this paper are: Which configuration exist in e-HRM adoption? Which logical components clarify the development of a specific configuration of e-HRM? We received an exploratory cross-public examination structure and played out a group investigation among 5854 organizations working in 31 nations. As per our discoveries four kinds of e-HRM designs can be recognized named "non-use", "HR power", "Incorporated e-HRM", and "IT supremacy". Specifically, the trouble among IT and HR divisions creates cross breed e-HRM designs and ineffective adoption. Also, authoritative size, SHRM and contending in global business sectors offer more to decide the real sort of e-HRM setup. Our outcomes recommend additionally that the impact of public strategies setting off advancement on e-HRM designs

ought to be considered as opposed to more extensive topographical bunches.

This examination by Iqbal et al., (2019) looks to investigate the gaps offered by e-HRM practices. The reason for this paper is to inspect the effect of operational, social, and groundbreaking e-HRM practices on firm results by joining HRM administration quality as a representative esteem making factor.

The results of the observational examination by Ravarini et al., (2019) show that the applied structure empowers the advancement of a Hellenic association and they feature that, to manage such turn of events, a focal job is played by electronic human resource management (e-HRM), characterized as far as HRM measures, programming stages, and hierarchical culture.

HR Management is a pivotal aspect of each association as it manages a crucial asset: human capital. In the previous 15 years, HRM has been experiencing a change embracing innovative devices to improve its presentation; the mix of data innovation methods in "electronic Human Resources Management".

According to Ziebell et al., (2019), as the digitization of HR measures in companies keeps on expanding, simultaneously, the fundamental technical premise is likewise creating at a quick pace. Electronic human resources (e-HRM) arrangements are utilized to plan an assortment of HR measures. Notwithstanding, the presentation of such frameworks has different results, which are technical as well as infer hierarchical and practical changes inside the association. Moreover, the cloud condition contributes to upgrading e-HRM capabilities and presents new factors in its selection. A deliberate review of the accessible literature on the various components of electronic resources management was directed to survey the present status of examination in this field. This review incorporates themes, for example, the development of e-HRM, its handy application, utilization of technology, execution just as HR examination. By distinguishing and reviewing articles under e-HRM, IT technology, and HR diaries, it was conceivable to recognize relevant questionable subjects and gaps just as constraints.

According to Dede et al., (2020), the changes achieved by trends, for example, globalization, mechanical developments, and information based economy, and the speed of these changes are driving the endeavors to make more creative methods of working together and business measures. This fast change has additionally influenced and adjusted human resources divisions' method of business. In this section, the changes in human resources management capacities and applications with the impact of technology during this time have been clarified. Also, the electronic human resources management cycle and its applications, which have been more significant because of created human resources technology, are examined and introduced in this section.

This examination by Shahreki et al., (2019) investigates the relationships between electronic human resource management (e-HRM) and employee efficiency in private companies, with generic trust being the mediating variable. A conceptual model was created and tried utilizing data collected from 167 HR professionals for the examination. Data set was examined, and assumptions were tried by utilizing Partial Least Squares-Structural Equation Modeling (PLS-SEM) investigation. The outcome reveals that all assumptions upheld, just as unoriginal trust intercedes (halfway) the connection between e-HRM and employee efficiency. The outcomes show that technology-empowered HRM underpins organizations by upgrading hierarchical trust and efficiency results. The key indicators for improving employee efficiency are authoritative trust and e-HRM. e-HRM, in the HRM division positively affects employees trust. The results show the important bits of knowledge for HR professionals permitting them to enhance employee efficiency by applying e-HRM to upgrade employees trust in the organization.

As per Raymond et al., (2020), there stays an information gap and a hypothesis practice gap with respect to our understanding of the digestion of e-HRM by SMEs. To fill these gaps, and from an ability based view and a configuration viewpoint, we show that the association's e-HRM capabilities and superior work framework (HPWS) capabilities

empower its human asset (HR) capacity to the degree that these capabilities comprise artificial intelligent arrangements. Overview data got from 206 modern SMEs were dissected with the fluffy set subjective relative examination (fsQCA) strategy to respond to the exploration question, that is, to recognize the particular mixes of HPWS and e-HRM capabilities that are related to elevated levels of execution of the HR work. Five setups were accordingly distinguished, for example five distinct blends of HPWS and e-HRM capabilities that similarly lead to powerful HRM in SMEs, named as HR-IT Analyzers, HR-IT Non-Prospectors1 and 2, and HR-IT Non-Defenders1 and 2. We found that a configuration methodology is hypothetically appropriate to secure the mind boggling exchange of HR and IT resources that underlies the vital HR-IT arrangement measure, and to all the more likely comprehend mechanical SMEs' vital decisions in such manner. Our discoveries likewise give further understanding of the vital capabilities required by SMEs to empower their computerized change.

As per Anjala et al., (2019), the organizations in the 21st century are encouraged with successful accomplishment of hierarchical goals with the technology in smoothing the Human Resource Management (HRM) work as presentation of electronic Human Resource Management (e-HRM) to the management circle. Consequently, this review focused on to blend the hypothetical information identified with electronic human resource management (e-HRM) by committing substance to explicit areas as clarifications of e-HRM as a concept, the hypothetical foundation e-HRM, the part of e-HRM, the different classifications of e-HRM, factors influencing to e HRM and vital conditions for a powerful e-HRM execution alongside a solid experimental avocation of e-HRM on information management by utilizing the subjective substance investigation as the methodological storm cellar. In accomplishing this reason, around fifty sources of literature were researched including books, both distributed and unpublished diary articles and gathering papers. The discoveries uncovers that there is a positive connection between Knowledge Management and e – HRM that will prompt fortify the authoritative

advancements through information sharing, maintenance and getting to the hierarchical information by accomplishing hierarchical goals viably. All things considered, there is a lack in the investigation which is coordinated towards this area and need more spotlight on recognizing the impact of e HRM on information management to a more profound degree.

The current examination by Khashman et al., (2019) is expected to give investigation of the immediate and indirect relationships between (E-HRM) systems and authoritative development through information store as a mediating construct. From different past examinations, five (E-HRM) procedures constructs were received for this investigation. These incorporate E-enrollment, e-choice, e-preparing, e-execution examination, and e-pay, and utilized the intervening function of an information archive for these constructs to improve authoritative development. The examination applied the keen partial least square (PLS) programming to dissect the basic relationships among the most relevant constructs between (E-HRM) systems, information stores, and hierarchical development with an aggregate of seven constructs. The outcomes are from top, center managers (n = 94) working in the Royal Jordanian carrier. It was discovered that there

was a solid and factually sure huge connection between a few (E-HRM) methodologies and authoritative advancement by utilizing the information vault as an intervention construct.

### Conclusion

e-HRM is a method of actualizing HR strategies, policies, and practices in organizations through a cognizant and coordinated help of and/or with the full utilization of web technology-based channels. Researchers have examined the concept of e-HRM from various angles and have found it to be quite beneficial as compared to the conventional HRM. Some researchers have pointed out that organizations are in the process of migrating to e-HRM and it would take some time for them to completely digitalize their HR management. The changes in the environment, for example, globalization, mechanical developments, and information based economy, and the speed of these changes are driving the endeavors to make more creative methods of working together and business measures. This fast change has additionally influenced and adjusted human resources divisions' method of business. It is in the interest of the organizations to adopt e-HRM practices to reap various advantages that it has over conventional HRM.

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