Electronic Human Resources Management - The Digital HR Era

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Abstract- *From a traditional point of operating Human Resources and treating them as personnel department to an advanced way of handling the Human Resources operations in terms of various functions viz: Recruitment, Training, Performance Management, Employee Relations etc. This is to enable the Human Resources function as HR business enablers and making way for the technology to enter in the field of Human Resources and creating an impact in the overall function of Human Resources as a department. The scope of the problem is to analyze the past data in terms of how the department of Human Resources works in a Company, its efficiency and work force used and how it works in the present condition i.e. in a corporate sector and analyze its productivity and profitability. After performing the past and present analysis, it is important to quantify these data so as to explore the scope of designing and implementing the technology in the field of human resources and evaluate the options of introducing technology in the lines of human resources and how effective is the technology in terms of the functioning of human resources in a corporate environment.*

I. INTRODUCTION

The proposed research topic is providing an overview of how an e-hrm application is going to function in a company. It is also enabling to understand the problem definition the usage of the application. These days, technology is playing a very important role in the day-to-day life. We have more people getting closer to the technology area and getting much more comfortable with the electronic gadgets. This is also generating a better user-friendly experience and faster connectivity. With the demand of technology globally, it is important to keep up the momentum and remain in line with the current market in terms of productivity, usage and profitability. With a high global competition, things are more demanding and companies are coming up with lots of new ideas to remain in the market and keep working on their product value and demand. In a Company, the department of Human Resources helps driving the workforce and enable the organization to succeed. This paper will evaluate one specific area of businesses, HRM, and even further focus on electronic Human Resources Management (e-HRM). In the past, we

have researchers claiming the various effects on the HRM processes, either in the positive direction or towards the negative direction. The subject seem to be an interesting platform to discuss, explore and evaluate the outcome of having an electronic human resources management system in an organization.

II. E-HRM ANALYSIS & BENEFITS

Analysis of the IT application in the process of HR development system in reference to Recruitment, Induction, Performance Management System, Payroll and other HR processes

Recruitment: The process of recruiting candidates no matter in any size of the Company is a routine process of identifying candidates through various sources, shortlisting the candidates, scheduling interviews followed by offering a letter of appointment. From a traditional HR point of view, it is more of a manual process from identifying candidates to offering candidates for the open positions. However, with the passage of time and technology driving the HR automation, we have many of the recruiting modules automated electronically and creating a positive impact on the business in terms of productivity and profitability of an organization. By virtue of making few of the modules automated for example: having an Applicant Tracking System (ATS) helps in running a recruitment process of a company faster as it takes lesser time in identifying the candidates as the profiles of the candidates are available inside the tracking system/ tool and it helps the recruiter to mobilize the candidates faster and thereby reducing the time and saves cost by having the right resources on board at a faster time.

Induction: The process of induction starts from the point where a candidate is offered for an open position and s/he accepts the offer and decides to join the organization. A typical induction process is to have a classroom induction and orientation of the company, its policies and procedures.

However, with the passage of time and due to the digital transformation it is now a lot easier to recruit

candidates from different locations and on-board from remote locations and induct them through various online mechanism like e-learning is the most commonly used mode of inducting the employees on various procedures.

Performance Management System: It is one of the most important aspect of human resources skill and development in an organization. From a traditional performance management practice adopted by companies, which is more or less a pen-paper mechanism to an electronic way of rating the employees on performance, it plays a significant role in the overall performance management model and it creates a transparency in the overall performance model in an organization.

Payroll: One of the main and core platform of making the HR operations digital is the payroll aspect. Since, the payroll is one of the primary element, wherein the majority of the work done is manual operation, which is again time consuming and not completely error free so the concept of digitization helps in building a platform in payroll to automate the whole process of payroll and its functionality.

However, it is observed that things are different in the Non IT sectors especially in the manufacturing and retail sectors. Things per se it is on how things are operating in these sectors in terms of Human Resources department and its functioning. There is this scenario where one of the sector like IT has gone ahead and are scaling the business operations by using technology in their line of business whereas, in the Non IT sectors are more dependent on their work forces and are more people dependent while executing their day to day tasks.

III. E-HRM AND ITS CHALLENGES

The change management is one of the biggest challenge in an organization whether it is a small scale or mid scale or a very large organization. The people or employees in an organization will always try to be at their comfort zone and work as they believe the risk taken can have a major impact on their employment. However, from an organization point of view, a company and its management will always work towards achieving a better productivity and profitability and thereby, a company will try to invest more on their internal resources and fine tuning their existing process and policies. Human Resources function is one of the primary area to focus and by automating certain areas of the Human Resources function there is always a possibility to improve on the productivity and profitability of an organization. However, there seem to be a risk involved with these change management as it is very often noticed that employees tend to leave such organization where they think there is no job security and the fear of losing the job. A proper and a careful

measure needs to be taken while implementing a change management in an organization and the Human Resources function going digital is one of the major challenge that an organization can face during and after the implementation of e-HRM.

IV. CONCLUSION

The electronic human resources management - Digital HR is going to create a positive work environment in an organization and one its goal is to increase the organization's profitability and productivity. The Human Resources (HR) processes going digital is one of the best signal that talks about the success of the organization and success of its people.

From an organization point of view, it is important for them to pass the right message on the change management like e-HRM implementation and the message should create a positive mind set in the people that says that eHRM is not to create a haphazard situation for their employee, but it is to create a positive work environment and the goal of the organization is to increase the productivity and profitability, but again not by cutting the manpower of an organization but by investing in the right technologies and its usage.