

## **Competitiveness Of e-HRM In Today's Corporate Environment In India**

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### **Abstract:**

Today, information technology is changing the way how the things are handled in almost every field. Human Resource department in any organization is one of those departments who have not remained unaffected with the advent of information technology (IT). IT is changing the way how the records are kept and how the information is handled by human resource (HR) departments. Through IT paperwork is decreased and it has become easy to handle numerous amounts of data.

e-HRM is the application of Information Technology with HR practices due to which interaction between employee and employer is facilitated. The handling out and transmitting of digitalized HR information is called e-HRM. A lot of channels like intranet and web technology is used to keep track of performance of the employees in real-time. All the information regarding human resources like payroll, personal data, training, performance and strategic orientation can be stored through digital means and authorization of different tasks can be given to the different people with restricted access. IT is the fastest changing process in the corporate world and the possibilities of use of IT with HRM are endless or we can say that near about all the HR functions can easily be handled with the help of IT. With all the components of IT like hardware, software, network and databases, the organizations can easily store and retrieve the HR information effectively and efficiently. In India, e-HRM is a new term, but more and more corporations are adopting this technique at a greater pace. India has a strong IT base and numerous number of public and private corporations in India are adopting IT to handle their routine as well as special procedures related to HR. The main aim of e-HRM is to convert all the HR related functions into paperless, efficient, flexible and easily manageable process.

**Keywords:** *e-HRM, information technology, corporations, e-HRM in India.*

## **Introduction**

Electronic Human Resource Management System (E-HRM System) is a web-based solution that with the help of latest web technologies and the applications, deliver an online real-time HR management solution. This system is comprehensive, tailored made, flexible and feature enabled which is easy to use and gives restricted control to managers and employees and the degree of control can be modified by HR department. Today, in corporate world, in India, e-HRM is working as decentralization of HR functions and more control is being given to management and the employees. e-HRM enables HR department to give access to some empowerment to managers and employees to perform some selected HR functions due to which HR department is being able to focus more on the strategic elements rather than operational elements. On the other hand, the corporations can lower the number of staff in the HR department because the burden of administration has lightened. After few years, the e-HRM will develop more and it will give more empowerment to the employees and more relaxation to the HR heads and they will be able to concentrate more on formation of strategies rather than shuffling the records and managing the employees' data.

As e-HRM is in the infant stage yet, so as more and more development will be there in this field it will put more impact on the effectiveness of HRM. Because at this it is on the initial stage so few researches may indicate that the modern services like shared contents, outsourcing, databases and networks have put only a little impact on the cost and number and staff members required. With the passage of time, with more advancement, new technologies will give more impressive results and will lead to lower costs, increased efficiencies and greater results.

In India, the corporate environment has become very competitive and this competitive environment is forcing the corporations to think innovatively and work more rigorously for the survival. Cost cutting and working efficiently is the major area of focus for most of the companies in India, today. Technological advancement is the most powerful force today for any corporation. It is reshaping, how we work, how we receive and deliver information, how we communicate, how we keep records and everything related to that. IT has affected almost every organization in last few years and HR is one of those departments who have also started taking benefits of IT because near about all the HR processes can be sustained and made valuable using IT. From recruitment to selection, from record keeping to payroll, from orientation to retirement, almost all the functions related to record keeping can be done through IT with HRM. e-HRM is that term which is now has widely spread throughout the world. HRM is becoming more and more effective through the advent and technologies of e-HRM. While recruiting, the information can be posted online, after recruitment, shortlisted candidates can be information via network, and on-job employees can view their salaries and bonus information online via e-HRM. They can review the bonus plans, give suggestions anonymously and suggest bonus plans which can be criticized by other employees and HR members remotely.

## **Objectives Of The Study**

The objective of this paper is to find out and present the concept of e-HRM, benefits, scope and challenges. The purpose of publishing this paper is to evaluate the success of e-HRM specifically in Indian corporation and to find out how effectively e-HRM is being implemented in India.

## **Research Methodology**

All the research is based upon the secondary data which has been collected from the journals, newspapers, magazines, and online websites and from the internet etc. All the data used in this paper is of secondary nature.

### **Why corporate in India adopt e-HRM?**

1. To facilitate the monitoring of demand and supply imbalance of human resources quickly.
2. To enable quicker response to the services related to employees and faster decisions related to HR management.
3. To automate the information related to employees and other human resources.
4. To provide HR related records and other important information at lower cost.
5. To facilitate quick future planning and policy formulations for the organization.
6. To enable proper security of data and privacy.

### **Scope Of e-HRM**

1. e-HRM has a really wide scope in the corporations in India. Here are few of the points for which Indian corporation are adopting e-HRM at a really fast pace.
2. Futuristic approach for a paperless office.
3. Fast information and decisions will lead to a better HR platform for smooth working.
4. Bringing more transparency to the system.
5. A more comprehensive and quality workflow in the business process, employee satisfaction and the productivity.

### **Tools of e-HRM**

**e-Profile:** this is a web application which provides a central access to the information related to an employee like his contact information and provides a database solution by simplifying HR management and team building by providing a chart showing the skills of an employee, his position in the organization and the photos. The maintenance of e-profile like with the employee, manager and the database manager. e-Profile of the employee contains the following information about an employee:

- Date of joining, education, work experience, skills.
- Assignment skills, working hours, availability, job information, details of service.
- Administration experience, special skills, discipline, bonus earned etc.

**E-Recruitment:** this tool is used to advertise the vacancies on the online board of the corporations. In India, this is a really common tool used to advertise a position. Not only this, the employees are provided an online platform where they can apply for that job and can contact the employer too. Today, this tool is being used by the employees and the employer as well. Employees use this tool to find out the jobs available for them and the employers use this tool to find out the best candidates for their jobs. Explosive growth of the internet users have made this tool the best one for making the employers and employees meet through online platform.

**E-Selection Of Employees:** This tool is used by the employer to get more information from the employee using online platform. They are provided the assessment and ability tests and their performance is recorded in the database and thereafter they are evaluated before making the selection of the employee. Through this tool not only the skills of the employees are evaluated but they are recorded in a database and so many other results and the studies can be made on that database.

**E-Learning For Employees:** e-Learning means any kind of learning program where the help of electronic devices is taken to impart knowledge to the employees. the knowledge is created, managed and transferred through electronic devices. Some of the channels to impart knowledge through e-Learning are virtual class rooms, smart classes, computer applications and the softwares etc. it includes the transmission of information via network, internet and intranet as well as via a database of information.

**E-Training To Employees:** It means providing training to the employees through online means, so that they can get training anytime and anywhere. This method involves the use of simulation techniques and it reduces the cost of travel time, expenses, workforce downtimes, instructors, printed materials and other training facilities. By these significant advantages, the companies have started to look for those ways by which they can provide training to the employees online so that their capabilities can be measured and managed in an effective manner.

**e-Performance Management System:** This management system is for the management of performance of the employees. Through this system with the help of internet and the intranet and other online portals the skills, knowledge and the performance of the employees of the employees is measured and managed. This further enhances the possibilities of effective evaluation of their performances and making the correct decisions regarding assignment of tasks, promotion, transfers and fixing of compensation of the employees.

**e-Compensation:** Use of digital means and software for the purpose of management of compensation is called e-Compensation. Today every small as well as large companies are involved in the compensation management through digital means. It gives the companies an extra advantage of over manual management of the compensation of the employees as it is quick, accurate and more managed.

### **Advantages of e-HRM**

e-HRM has the potential to influence both the things i.e. efficiency as well as effectiveness. Efficiency is increased with increased data precision, reducing excess resources, decreasing the wastage of time on unusual and unnecessary activities. Effectiveness of the management will increase by quick decisions, lower cost and increased competence of both employers and the employees.

#### **Some of the main advantages that can be obtained via e-HRM:**

1. Effective storage and efficient use of information related to human resources that can act for the strategic decision making process.
2. Support for human resources and all other basic and related processes in the company.
3. Proper reporting and analysis of the information related to recruitment, selection, availability of the work force in the organization.
4. Increased amount of employee satisfaction, control, productivity and flow of business processes.
5. Effortless paperwork environment which increases the speed of operations and lowers the cost.
6. Speedily and easy access to human resources information.
7. Effective and meaningful classification of human resource data.
8. Cost saving while maintaining quality HR data.

### **Disadvantages Of e-HRM**

**Availability of time and space:** It is not an easy task to learn the tools of HRM. It requires a lot of time for getting familiar to the tools, models and the programs of HRM. If the managers feel that they do not have the time to learn those techniques then they will avoid it.

**Technical Staff:** Through e-HRM the requirement of the staff will lower, but at the same time, more technical staff will be required to run e-HRM. More technical people will be required who can understand and implement the tools, techniques and programs of e-HRM to give overall advantage to the company.

**Security:** To make the employee 'safe' about the security of the data, they must be convinced that their data will remain safe. If the employees do not have sense of safety regarding their data, then they will not participate in e-HRM techniques.

**Threat to Human Resources:** As the use of e-HRM will decrease the requirement of human resources, so it means the advent of e-HRM is the threat to human resources itself. E-HRM main purpose is to make human resources a better asset for the organization, but it will not be possible when it will eliminate those assets themselves.

**Transformation of minds:** The launch of e-HRM, will require not only the transformation of old structure into new, but the transformation of minds is also required. People will have to change their mindsets in order to use e-HRM. This should be the duty of the management to make the subordinates understand the advantages of e-HRM. Not only this, managers and other middle level management should also adopt e-HRM with positive set of mind. They must be excited in adopting new technology because it will give overall benefit to the organization in the long run.

### **Conclusion**

Today, e-HRM works like a web-based tool to automate, enhance and support the processes in human resource management. In this technique, the data entry process is handed over to the employees. It offers self-services to the employees regarding storing and retrieving the data of human resources. E-HRM provides full support to the management required storing and retrieving the information related to human resources which is required to support, strengthen and make the human resource processes and activities in the organization more effective and organized. This is an easy, reliable and efficient tool to manage human resources with less amount of money. With a lot of advantages and only few disadvantages, e-HRM can be recommended to almost any organization. Today, there are so many softwares around their which are tailor-made and can cater to the specific needs of almost all the organizations. Through e-HRM, various policies, strategies and practices in the organizations can be implemented. It covers all the aspects of human resource management like administration, training, selection and education of the employees. today e-HRM can be used for employee development, job satisfaction, hiring of new employees, retirement of the old ones, appraisal of the employees and annual interview of the employees. So, we can easily say that in today's competitive environment, for any organization, e-HRM is the way to manage human resources.

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