

Role of Electronic Human Resources Management Systems in the Growth of Web Based Business

Mohd. Heikal, Eka Maya S.S. Ciptaningsih, Phong Thanh Nguyen, E. Laxmi Lydia, K. Shankar

Abstract: Activity of face to face human resource management is replacing with electronic human resource management (E-HRM) in many organizations. For creating operational and dynamic capabilities and on effectiveness of HRM contributes greatly the term E-HRM facilitates the functions of HRM. Within an organization it can consider that electronic human resource is the function of human resource that is focused with regulation, use and management of electronic processes and information. For web based business applications electronic human resource management plays an important role. As management is done through online is taking less resources and time.

Keywords: E-HRM, human resource management, organization, function, Web based.

I. INTRODUCTION

With the continuous development of technology and science especially with the increment of usages of computer and internet it can see huge changes to our culture, economy and society. With the contribution of these approaches over the last few years in the field of human resource management a new technology developed that is known as electronic human resource management (E-HRM).

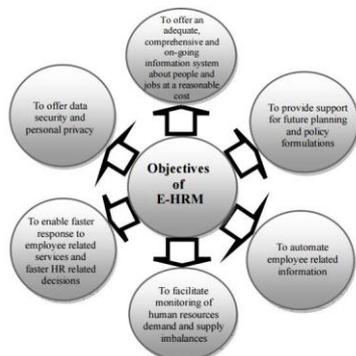


Figure 1: Objective of E-HRM

Electronic human resource is different from Human Resource Information System (HRIS) and E-HRM (Electronic Human Resource Management). In Electronic Human Resource

Revised Version Manuscript Received on 16 September, 2019.

* Correspondence Author

Mohd. Heikal, Universitas Malikussaleh, Indonesia. E-mail: mohdheikal@unimal.ac.id

Eka Maya S.S. Ciptaningsih, Universitas Bina Nusantara, Indonesia.

Phong Thanh Nguyen*, Department of Project Management, Ho Chi Minh City Open University, Vietnam. E-mail: phong.nt@ou.edu.vn

E. Laxmi Lydia, Professor, Vignan's Institute of Information Technology(A), Department of Computer Science and Engineering,

Visakhapatnam, Andhra Pradesh, India. E-mail: elaxmi2002@yahoo.com
K. Shankar, Department of Computer Applications, Alagappa University, India. E-mail: shankarcrypto@gmail.com

Management by using web portal or intranet of organization the employees and management can access services and information related to human resource. Software of enterprise resource planning is consider as Human Resource Information System that use for streamlines functions of human resource like payroll.

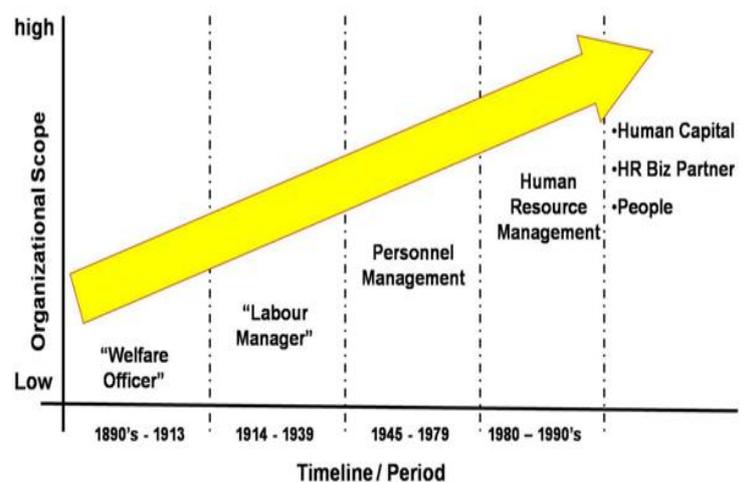


Figure 2: Evolution of E-HRM

II. TYPES OF E-HRM

Mainly 3 types of EHRM are there:

1. Transformational E-HRM: some activities of strategic HR like strategic re-orientation included in this type of EHRM. For achieving the HR goals from any number of these types an organization can choose for pursuing the policies of EHRM.
2. Operational E-HRM: administrative functions like employee personal data and payroll are come in this type of EHRM.
3. Relational EHRM: For supporting the process of business like performance management, training and recruitment relational EHRM is used.



Figure 3: Types Of E-HRM

III. E-HRM GOALS

Specialists propose three objectives of e-HRM are: enhance strategic orientation, reducing cost and improving HR services. With external community and employees the human resource plan that make by HR managers define jobs more clearly, enhance communication, make decisions faster and more accurately. E-HRM is viewed as offering the possibility to improve administrations to HR division customers, improve productivity and cost-viability inside the HR office, and enable HR to turn into a key accomplice in accomplishing authoritative objectives.

IV. ROLE OF E-HRM

Past research has proposed that e-HRM can improve HR administration conveyance effectiveness, expand HR exercises, and change the job of the HR work into one that is progressively vital.

If so, at that point the utilization of e-HRM may permit the HR capacity to build its worth and add to the upper hand of the firm. The more broad arrangement of innovation and frameworks in the HR space could be an extra wellspring of rents. In any case, we may expect that innovative and framework resources would have lower hindrances to constrain capacity than, state, know-how preferences implanted in socially complex schedules

V. ADVANTAGES OF E-HRM

Many advantages of EHRM are given below:

1. Decrease human bias and improve accuracy
2. Routine tasks like collecting and storing, portfolio maintaining, record keeping, are facilitating
3. Analyzing data quickly, reporting and making data
4. Quality services improvement
5. Performing some crucial functions like selection, recruitment, and training are performed
6. At an amazing speed ensure efficient service
7. Through and automation and standardization benefiting everyone

8. Handle information related to the human resource
9. From multiple locations handle several employees quickly and efficiently.
10. Reduce cost time and labor.
11. Towards a paperless office play decisive roles
12. By using web-based technology show development
13. In evaluation or feedback giving maintain anonymity of staff

VI. ACTIVITIES OF EHRM

1. E-Performance Management: Many organizations utilize online innovation to assess the presentation of a person. This should be possible either utilizing the PC checking instrument, wherein the total working of an individual can be recorded, or through composition the audits and producing the criticism on the worker's exhibition utilizing the web-based interface.

2. E-Recruitment: Also known as web based Recruiting, is by and large broadly utilized by organizations nowadays. Through e-Recruitment, organizations more often than not procure the competitors utilizing the web as a medium. The basic routine with regards to encouraging the online enrollment is by transferring the enlistment data on the organization's legitimate site or procuring the online enrollment sites to fill the need. Monster.com, Naukri.com, Timesjob.com are a portion of the very much eminent online enrollment sites.

3. E-Compensation: An association utilizing the remuneration the executives online empowers it to accumulate, store, dissect, and circulate the pay information or data to anybody at whenever. Likewise, the individual can get to electronically circulated pay programming, explanatory apparatuses, from wherever on the planet.

4. E-Selection: The HR office utilizing the online choice procedure must guarantee that each progression follows the procedural prerequisites viz. Task steps, merchant choice, evaluation steps, input to the competitors, and so forth. The motivation behind E-choice is to use the most extreme human capital at a diminished expense and in less time.

5. E-Learning: It means utilizing the web or association's intranet to encourage the preparation and advancement programs for the workforce. Getting the online modules of preparing, countless representatives can be secured independent of their areas.



Figure 4: E-HRM activities

VII. SCOPE AND ROLE OF E-HRM IN SUSTAINABLE DEVELOPMENT AND ORGANIZATIONAL EFFECTIVENESS

1. Within the company for all basic support process and human resources management it can consider E-HRM as an integral support system.
2. For enhance the services to client of HR department E-HRM provide potential to improve services.
3. For the HR Department to lead the better environment of work higher internal profile can create with E-HRM.
4. In the process of business for employee satisfaction and productivity more dynamic workflow can create with the use of E-HRM.
5. In the system it provides more transparency.
6. To any facilitating management and client it provides the adaptability platform.
7. For achieving goals of organization it allow HR to become the partner of strategy and within HR department in enhance effectiveness and efficiency.
8. All part of the company and other outside part of the organization connection increases by using E-HRM and with the ability to access HR information it enable the managers and employees of company. For creating virtual teams and to share information on a geographic level through connectivity it allow the communication.

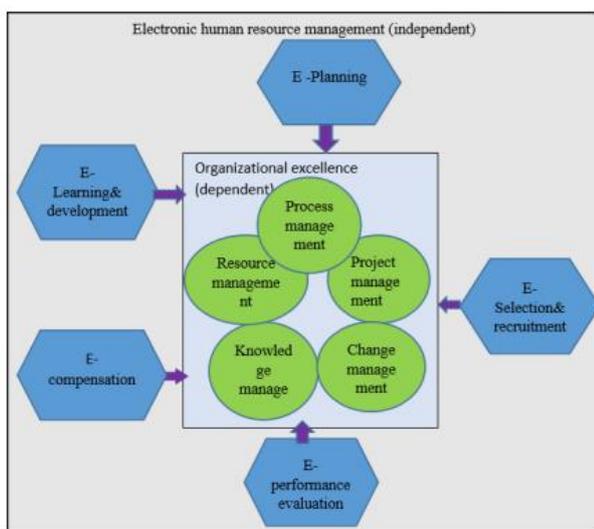


Figure 5: Application of EHRM and effect on business excellence

VIII. CONCLUSION

For web based business applications electronic human resource management plays an important role. As management is done through online is taking less resources and time. With the continuous development of technology and science especially with the increment of usages of computer and internet it can see huge changes to our culture, economy and society. With the contribution of these approaches over the last few years in the field of human resource management a new technology developed that is known as electronic human resource management (E-HRM).

REFERENCES

1. Bondarouk T. and Ruël H. J. M. (2006), "Does e-HRM contribute to HRM Effectiveness? Results from a quantitative study in a Dutch Ministry" Paper presented at the 4th International Conference of the Dutch HRM Network: The Netherlands.
2. Lepak D. P. and Snell S. A. (1998), "Virtual HR: Strategic human resource management in the 21st century", *Human Resource Management Review* 8(3): 215-234.
3. Parry E. and Tyson S. (2011), "Desired goals and actual outcomes of e-HRM", *Human Resource Management Journal* 21(3): 335-354.
4. Chienwattanasook, K. & Jermstittiparsert, K. 2019. "Impact of Entrepreneur Education on Entrepreneurial Self-Employment: A Case Study from Thailand." *Polish Journal of Management Studies* 19 (1): 106-116.
5. Jermstittiparsert, K., Sutduean, J., Sriyakul, T., & Khumboon, R. 2019. "The Role of Customer Responsiveness in Improving the External Performance of an Agile Supply Chain." *Polish Journal of Management Studies* 19 (2): 206-217.
6. Jermstittiparsert, K., Sutduean, J., & Sriyakul, T. 2019. "Effect of Service Innovation and Market Intelligence on Supply Chain Performance in Indonesian Fishing Industry." *Industrial Engineering & Management Systems* 18 (3): 408-417.
7. Jermstittiparsert, K., Namdej, P., & Somjai, S. 2019. "Green Supply Chain Practices and Sustainable Performance: Moderating Role of Total Quality Management Practices in Electronic Industry of Thailand." *International Journal of Supply Chain Management* 8 (3): 33-46.
8. Somjai, S. & Jermstittiparsert, K. 2019. "The Trade-off between Cost and Environmental Performance in the Presence of Sustainable Supply Chain." *International Journal of Supply Chain Management* 8 (4): 237-247.
9. Jermstittiparsert, K. & Sawasdee, A. 2012. "Formal Education for Non-Thai or Undocumented Person in Thailand amidst the Challenge of Nationalism and Transnationalism: A Case Study of Wat Sirimongkhon School, Samut Sakhon Province." *Kasetsart Journal - Social Sciences* 33 (2): 203-213.
10. Chienwattanasook, K., Wattanapongphasuk, W., Prianto, A., & Jermstittiparsert, K. 2019. "Corporate Entrepreneurship and Business Performance of Logistic Companies in Indonesia." *Industrial Engineering & Management Systems* 18 (3): 538-547.
11. Dawabshah, M., Hussein, A., & Jermstittiparsert, K. 2019. "The Triangular Relationship between TQM, Organizational Excellence and Organizational Performance: A Case of Arab American University Palestine." *Management Science Letters* 9 (6): 921-932.
12. Jermstittiparsert, K., Siam, M., Issa, M., Ahmed, U., & Pahi, M. 2019. "Do Consumers Expect Companies to Be Socially Responsible? The Impact of Corporate Social Responsibility on Buying Behavior." *Uncertain Supply Chain Management* 7 (4): 741-752.
13. Haseeb, M., Hussain, H., Kot, S., Androniceanu, A., & Jermstittiparsert, K. 2019. "Role of Social and Technological Challenges in Achieving a Sustainable Competitive Advantage and Sustainable Business Performance." *Sustainability* 11 (14): 3811.
14. Haseeb, M., Kot, S., Hussain, H., & Jermstittiparsert, K. 2019. "Impact of Economic Growth, Environmental Pollution, and Energy Consumption on Health Expenditure and R and D Expenditure of ASEAN Countries." *Energies* 12 (19): 3598.

15. Huda, S., Tsani, I., Syazali, M., Umam, R., & Jermisittiparsert, K. 2020. "The Management of Educational System Using Three Law Auguste Comte: A Case of Islamic Schools." *Management Science Letters* 10 (3) (In press), DOI: 10.5267/j.msl.2019.9.018.
16. Usak, M., Kubiakto, M., Shabbir, M., Dudnik, O., Jermisittiparsert, K., & Rajabion, L. 2019. "Health Care Service Delivery Based on the Internet of Things: A Systematic and Comprehensive Study." *International Journal of Communication Systems* 32 (14): e4179.
17. Jermisittiparsert, K., Ambarita, D., Mihardjo, L., & Ghani, E. 2019. "Risk-Return through Financial Ratios as Determinants of Stock Price: A Study from ASEAN Region." *Journal of Security and Sustainability Issues* 9 (1): 199-210.
18. Thabhiranrak, T. & Jermisittiparsert, K. 2019. "Towards Sustainable Functioning of Organization: Women Empowerment and Corporate Management Culture." *Journal of Security and Sustainability Issues* 9 (1): 321-332.
19. Syazali, M., Putra, F., Rinaldi, A., Utami, L., Widayanti, Umam, R., & Jermisittiparsert, K. 2019. "Partial Correlation Analysis Using Multiple Linear Regression: Impact on Business Environment of Digital Marketing Interest in the Era of Industrial Revolution 4.0." *Management Science Letters* 9 (11): 1875-1886.
20. Sae-Lim, P. & Jermisittiparsert, K. 2019. "Is the Fourth Industrial Revolution a Panacea? Risks toward the Fourth Industrial Revolution: Evidence in the Thai Economy." *International Journal of Innovation, Creativity and Change* 5 (2): 732-752.
21. Chatchawanchanchanakij, P., Arpornpisal, C., & Jermisittiparsert, K. 2019. "The Role of Corporate Governance in Creating a Capable Supply Chain: A Case of Indonesian Tin Industry." *International Journal of Supply Chain Management* 8 (3): 854-864.
22. Hartinah, S., Suharso, P., Umam, R., Syazali, M., Lestari, B., Roslina, R., & Jermisittiparsert, K. 2020. "Teacher's Performance Management: The Role of Principal's Leadership, Work Environment and Motivation in Tegal City, Indonesia." *Management Science Letters* 10 (1): 235-246.
23. Haseeb, M., Hussain, H., Slusarczyk, B., & Jermisittiparsert, K. 2019. "Industry 4.0: A Solution towards Technology Challenges of Sustainable Business Performance." *Social Sciences* 8 (5): 184.
24. Snell S. A., Stueber D., and Lepak D. P. (2001), "Virtual HR departments: Getting out of the middle", School of Industrial and Labor Relations, Center for Advanced Human Resource Studies (CAHRS Working Paper #01-08), Ithaca, NY: Cornell University.
25. Walker, A. J. "How the Web and Other Key Trends Are Changing Human Resources", In Alfred J. Walker, ed. *Web-Based Human Resources* (New York: McGraw-Hill, 2001).
26. Lepak, D. p., & Snell, S. A. (1998). Virtual HR: Strategic human resource management in the 21st century. *Human resource management review*, 8(3), 215-234.
27. Lengnick-Hall, M. L., & Moritz, S. (2003). The impact of e-HR on the human resource management function. *Journal of Labor Research*, 24(3), 365-379.
28. Saadat, E. (2002). "Human Resource Management", the publisher. Javadin, R. (2002), "Human Resource Management", Publishing Publication of view.
29. Fishbein, M., & Ajzen, I. (1975). *Belief, attitude, intention and behavior: An introduction to theory and research*.
30. Alsalabe, Feras; Aladwan, Atef; Orabi, Taric&Alwekyan, Fade (2017) "The impact of agility management style on the organization excellence- field study at Jordan commercial banks", *International Journal of Economic, Ecommerce, and Management*, Vol.V, issue .
31. Al-Durra, Abdel-Bari-El-Sabbagh, ZuhairNaeem (2008) "Human Resource Management in the 21st Century in the 21st Century" Dar Wael Publishing and Distribution, Amman, first edition.
32. Chatterjee A. (2016) *Organizational Excellence through Total Flexi-Quality: People Dimension*. In: Sushil, Bhal K., Singh S. (Eds) *Managing Flexibility. Flexible Systems Management*. Springer, New Delhi.
33. Kharroub, Naser (2016) "The Impact of E-Business Capabilities on The Performance of Human Resources and Organizational Performance in Jordanian Retail Sector A Case Study: Sameh Mall Investment Group", unpublished thesis MEU- Jordan.
34. Eskild, Dahlgard& Anders, "The Impact of Creativity and Learning on Business Excellence, Total Quality Management", 1999, P: 10.
35. Abuamouna, Yousef (2009) *the reality of electronic human resources management in the public Palestinian universities - Gaza Strip*, "unpublished master thesis, Islamic University, Gaza.