



A Study of E-HRM Practices in the Small Organizations

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Abstract : *The old HRM activities done manually which was very time consuming and tedious work. When Information Technology enters as a tool for HRM, activities become easy with fast resulting outputs. Reporting and Decision making are the most beneficial things with the use of IT. We find some small Organizations who are now using E-HRM systems. E-HRM helps them for e-recruitment, maintaining e-profile, maintaining e-database , online payroll activities , the concept called as body shopping which means that a particular skilled employee will work for a another Organization which is geographically far from employee and that organization will pay for his work_hours in percentage to the company. The employees attendance and performance observed by e-HRM system for which he may get some incentives also with his regular payment. So the study has been conducted and we find that e-HRM is beneficial for employees as well as Organization. It reduces the cost because of online and fast reporting activities.*

1. INTRODUCTION :

Information Technology helps in routine activities to be done in innovative ways by decreasing paperwork. Today's fast lifestyle and increasing use of E-Commerce as well as M-Commerce makes use of E-Human Resource Management (Online Systems). These systems provide innovative practices i.e. online HRM functions with the help of Web Technology. These E-HRM tools help in improving in performance of all HRM traditional activities. E-HRM is a different term than Information Technology used in the Organizations. IT or HRIS systems provides some tool which can increase efficiency of HRM activities. IT helps people to increase speed , maintain accuracy and make the office paperless. Information technology technically allows to solve their problems with the help

of computer and Internet. In 1990's people started using the E-HRM tools which uses Web Technology. E-HRM tools then used for various activities such as payroll, employees online attendance, leave mechanism, maintaining performance appraisal for the employees.

OBJECTIVE :

To study E-HRM Practices in the small Organizations

To study benefits of using E-HRM system in the small Organizations

METHODOLOGY :

The study is based on secondary sources and information is based on secondary sources such as Journals , Books and Websites etc.

REVIEW OF LITERATURE

Time Warner Cable, Inc. in Houston has more than 1,660 employees, spread out over 27 locations. The majority of employees work at great distance from HR office or staff. In mandate for better delivery of HR office or staff. In response to mandate for better delivery HR services, Time Warner installed Kisoks at its remote locations to offer enhanced service to installers and service center personnel in these locations. Initially designed to facilitate the deliverance of HR programs and services, many other departments wanted to become a part of the communications vehicle.

(Robb, D. "Kisoks bring HR services to all employees" HR magazine, Oct.2002, pp. 109-114.) One of the most comprehensive examples of electronic delivery of Human Resource Services can be seen at General Motors. GM sees itself not as the world's largest manufacturer of automobiles but rather as an e-commerce organization that just happens to manufacture cars. An exceptional unit of GM, e-GM, has been acquainted with produce buyer sites and business to business portals, and to



convey e-HR administrations. The conveyance of e-Hr, through GM's "Employee Service center," is intended to permit HR to move far from value-based issues and concentrate more on vital issues. The ESC permits diverse data to be seen to various representative gatherings, in accordance with every gathering's needs. Access to the middle is not constrained to work environment; representatives are permitted to get to it anyplace through the web. The website gets more than 15 million hits for every month and permits workers to enlist in classes on the web, build up a profession improvement arrange for that can be audited with their administrator, view work postings, deal with their advantages, and survey their occupation history. (Jossi, F. "Taking the e-HR risk, " HR Magazine, September 2001, pp.96-103.)

ELECTRONIC HUMAN RESOURCE MANAGEMENT

Advanced technology have additionally furnished HR with an astounding chance to convey a number of its value-based sorts of administrations internet, liberating HR staff to take a shot at more strategic issues. Finance, worker advantages, planning, enrolling, preparing and career development are only a portion of the ranges that are being conveyed in the self-administration organization to employees. In the little associations E-HRM innovation is pertinent for various HR functionalities.

E-HRM PRACTICES IN THE SMALL ORGANIZATION:

- E-HRM is the least expensive method for giving HR exercises. Because of online functionalities the topographical separation between HR Manager and on location representative is diminished.
- E-HRM empowers direct access to important data and information, conduct investigation, settle on choices and speak with others without being dependant on HR experts.
- E-HRM, empowers representatives to control their very own data and overhaul this data, settle on own choices concerning their own particular circumstance without being dependant on HR experts.
- E-HRM relies on upon and influences the

proficiency and the viability of the HR framework by diminishing process durations, expanding information precision, and lessening HR staff which decreases the expense per worker.

- E-HRM empowers the HR framework to build proficiency and viability of the association by enhancing the capacities of both supervisors and representatives in taking better, timelier choices.
- E-HRM, empowers the HR framework to make esteem for the association in new ways. The utilization of e-HRM innovation, as it is an approach to execute HR methodologies, strategies and practices, is required to affect how the HR capacity works. In addition, it is meant to enhance the HR framework. The effect of e-HRM innovation on the HR framework in any case, is relied upon to be subject to the way the innovation is utilized. It is reliant on what and how the innovation underpins the HR work additionally on how the innovation is developed. This is on its turn influenced by what the association is attempting to accomplish with the innovation, or as it were, what the e-HRM objectives of the association are.

BENEFITS OF E-HRM :

With e-HRM, managers can get to related data and information, conduct examinations, decide, and communicate with others. They can do this without counseling a HR proficient unless they pick to do as such. For instance, a supervisor who needs to settle on a merit pay choice may get to records containing text, sound, and video portraying how best to settle on the choice. At that point, the manager can get to the information record containing data on his/her workers. With a tick of the mouse, the choice is recorded and different offices, (for example, finance) are advised. Hours of preparing are diminished to minutes, and much printed material is stayed away from by the utilization of this innovation. With e-HRM representatives deal with their very own data. They can upgrade records when their circumstances change and settle on numerous choices all alone, counseling HR experts just when they consider it important.



For instance, a worker who wishes to expand interests in a retirement arrangement can do as such from work or home utilizing the Internet. Representatives may likewise, for instance, take an interest in a preparation program at home in the wake of working hours.

CONCLUSION :

In the present era of IT, e-HRM is the only alternative for small organizations and individual employees on the following grounds

- It is faster and cuts the cost of input for small organizations
- It is used by all levels, only with a condition that updating is necessary.
- The knowledge updating in all departments is through training and enhancing the skills.
- The access to information collected goes very smooth and the suggestions and feedback from employees through e-HR thus strengthen the work of all departments of HR through e-HRM method.
- E-HRM is also a device for saving time by using some software like 1) SAP 2) ERP 3 4) Oracle based 5) HTML Based 6) using different WEB Technologies.
- It is as well cost reduction device by reducing employees. In the small scale Industries even one employee can handle all HR activities very easily due to E-HRM system.

For the HR capacity, e-HRM can influence both efficiency and effectiveness. Efficiency can be influenced by decreasing process durations for handling printed material, expanding

information exactness, and diminishing HR staff. Viability can be influenced by expanding the capacities of both managers and employees to improve, timelier choices. E-HRM additionally gives the HR capacity as the chance to make new avenues for adding to authoritative adequacy (effectiveness) through such means as knowledge management and the production of scholarly and social capital.

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