ROLE OF ELECTRONIC TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT

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Abstract

Electronic technology or information technology has revolutionized the way in which organizations perform their day-to-day operations, particularly so in the Human Resource Management domain, where IT has redefined the way in which HR departments perform their operational, relational and transformational functions. Electronic technology is having a tremendous impact on HR activities. When Electronic tools are implemented in HRM then it is termed as EHRM / HRIS / Web-based HRM etc. Some of the E-tools used in HRM include Web-based Employee /Manager Self Service tools, workflow technologies, vendor management systems, applicant tracking systems, hiring management systems, E-recruitment software, internal mobility software, Performance appraisal management software, succession planning software, personnel development software, career planning software, package review software, executives and key people management software, Payroll and compensation management software, employee monitoring system, SAP and a host of others. Many global companies have started using SAP (Systems, Applications Products), an integrated software technology instead of separate applications for each department. This facilitates easy maintenance. E-tool applications in HRM have enhanced productivity of the workforce, increased efficiency and effectiveness and they have also increased the accuracy and speed with which the employees perform their tasks. Workplace Surveillance by means of employee monitoring system has increased the productivity and performance of the employees. It also avoids wastage of resources. E-recruitment helps the organizations in cost reduction. Web 2.0 tools like cloud computing, virtual world, knowledge sharing, wikis, podcasting, blogging, online social networking, photo and video sharing and content rating have enabled faster and effective communication between organizations. This paper also discusses concisely about the impact of Web 2.0 applications on HRM. Through the present study, it is observed that E-HR practices have helped the organizations to achieve excellence through employee engagement, effective knowledge management and workforce adaptability. The focus of the present study is to provide a conceptual framework to the role of E-technology in the Human Resource Management by explaining about various E-tools used in the multitude functions of HRM. It also identifies critical success factors due to e-tool applications in HRM.

Key Words: Electronic technology, Operational functions, transformational functions and relational functions, E-tools, Web 2.0, SAP, and Human Resource Management.