

An Analysis the Impact of e-HRM on Organizational Performance in Information Technology (IT) Industry in Delhi/NCR

Nidhi Singhroha, Monika Yadav



Abstract: *The digital age has brought about significant changes in the business environment. The business environment and information technology (IT), one of the most important components of today's business world, are affecting the growth of many businesses. At the management level, IT plays a special role in people management. Electronic Human Resource Management (e-HRM) is a concept that involves the use of web technologies for the provision of services related to human resource management in organizations. The purpose of this article is to highlight the importance of the concept of e-HRM, its most important features, advantages, potential disadvantages and to guide the implementation of e-HRM in Delhi/National Capital Region (NCR). The approach of this paper includes theoretical analysis of existing literature and literature on e-HRM and data analysis on e-HRM implementation by organizations in Delhi. Use SPSS software to analyse the data. It pointed out that e-energy users management is a new development that supports, enhances and supports people management both in terms of people management and leader leadership and personnel.*

Keywords: e-HRM, SPSS, IT, NCR.

I. INTRODUCTION

In the last few years, we have witnessed the rapid development of IT, starting from information and communication, and starting from many daily activities, IT has affected many activities of people. The impact of IT development has not been surpassed by most business areas, which have forever changed the way different jobs are done using this technology and its new methods of solving problems.

Due to the daily use of information technology, there is hardly any part of these jobs that is not used by information technology and has changed many jobs. Then there are tasks related to recruitment and selection of candidates, employee training process, performance management, etc. This was followed by good service, increased productivity, etc.

The widespread use of information technology in the implementation of human resource management has

influenced the emergence of new human resource management strategies [2]. This concept is referred to as e-HRM in academic literature, while in practice it is often referred to as e-HRM (Lepak, 2008) [3].

However, this concept refers to the use of IT in organizations to provide various services by managing people and there are many stakeholders involved in people management by the interests of managers, employees, potential employees and other stakeholders. . Considering the widespread use of information in human resource management, the purpose of this article is to draw attention to the importance of the concept of e-HRM, to investigate its most important features, advantages, disadvantages and the role of e-HRM. HRM in human resource management. This article covers a theoretical analysis of the existing literature and literature on e-HRM and also a literature review on the implementation of e-HRM by organizations in Delhi. The analysis was done using SPSS software. The work itself is designed to start with the initial assessment and then review the information on e-HRM for the organization's operation.

II. LITERATURE REVIEW

In order to better understand the concept of e-HRM, we first explain the meaning of another term used, human resources information system (HRIS). When talking about human information, it means the program that collects, stores, manages, modifies and distributes the organization's human information (Tannervunum 2001) [7]. The purpose of using this information is to improve the performance of human resources management, so it does not directly affect the overall activity of the organization. On the other hand, when talking about e-HRM, the concept refers to the use of HR-related ideas, policies and practices in organizations that support or rely on Internet technology (Ruel s, Bondarouk 2003, p. 365). It can be used by people in human resources management as well as other employees in the organization, potential employees and the management of the organization.

(Bradiä Martinoviä, 2011)- His colleagues pointed out the difference between e-HRM and HRIS, saying that HRIS only includes systems used by HRM, while e-HRM is generally aimed at providing services to other users. As for the term e-HRM, its origins are related to the emergence of e-commerce in the 1990s (Lymwick-snell and Horitz, 2005). Therefore, according to the reputation of e-business, the prefix "e" was used in human resource management, which led to the name of the concept of e-HRM (Ha, 2011, p. 20). However, it is worth noting that there is still no consensus when it comes to understanding the nature of the concept of e-

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An Analysis the Impact of e-HRM on Organizational Performance in Information Technology (IT) Industry in Delhi/NCR

HRM. 897) pointed out that electronic human resources management represents the use of network technologies to provide support for human resources management. When discussing the second group of thoughts, the focus is on technology and it is stated that e-HRM means the use of information technology for communication or promotion purposes of two or more people or organizations together to achieve human management tasks (Storiner, 2009). year, page 20).

It is also believed in this group of thoughts that e-HRM represents the use of various types of technologies that allow managers and employees to have direct access to human information and various management practices (Watmann and Wzatt, 2009, p 41).

We also mentioned that Bondarouk and Brewster (2016)-stated that e-HRM focuses on the integration and all elements of human management through IT to make standard HRM layers similar, more effective and better [1]. We work for the organization in the long term for our stakeholders. Finally, the third group of authors pointed out that e-HRM is actually a name that includes all the advantages and interactions between HRM and IT in order to create value for employees and managers in organizations. But if we were to give the simplest definition of e-HRM, then e-HRM represents the intersection and relationship between HRM and IT or the use of technology to implement HRM policies, practices and programs. In fact, electronic human resources management includes the configuration of computer hardware, software and electronic networks to implement human resources management functions [9]. At the same time, the level of physical power of equipment and software to determine the level of management in human resources management and the extent to which they are used for individual and group work, respect people regardless of the geographical boundaries of the users [10]. It regulates horizontal and vertical differences.

The development of electronic human resources management (Marley and Parker, 2015). Since there are differences in understanding the role of e-HRM in organizations (and also at the level of hardware and software development), there are also differences between the levels of e-HRM [11]. In this context, it is believed that there are three levels of consumer electronics management: operational level, social level and transformational level [12]. The above author believes that e-HRM is about managing employees' income-related information and personal information. Due to the application of IT in this area, employees can update themselves or it can be done by HR personnel [13]. The purpose of using IT for these needs is to reduce costs and increase the efficiency of human management work or to make as many products as possible in a unit of time, especially when calculating income [14]. Practice has confirmed that the introduction of electronic human resources management can increase the efficiency of human resources management by reducing the number of employees, speeding up the process, reducing costs and enabling employees to manage the work (Strohmeier, 2009; Bondareak and Fuhurmuller) [6]. When business processes should be supported by using IT in areas such as employee training, recruitment and employee management [8].

III. OBJECTIVE OF THE STUDY

These are: improving the effectiveness of human rights policies and procedures, increasing efficiency, improving the quality of services and strengthening the use of energy to manage human resources ideas, improving operations and processes in people management by achieving the following

- Improve the quality of available information
- Reduce the administrative burden of HR departments
- Simplify information to support business planning
- Improve employee services,
- Create HR metrics >—Help with HR reporting
- Increase efficiency,
- Reduce operating costs and better manage people's working hours.

IV. METHODOLOGY

The research in this article is based on quantitative research. New insights in resource management. The questionnaire was translated into the Delhi language where the survey was conducted, allowing for local adaptation and clear understanding of the issues. Standardized questionnaire used in electronic human resources management (e-HRM): human resources management activities in the organization, employee behaviour, employee development, compensation and benefits, employee relations and communication, and organizational context (Lekoniä, Slame, & Bachure, 2016;) [4]. Three IT companies in NCR were selected for the research and the sample size was 250 people from their offices [5]. Data should be collected using simple random sampling. In this review we tested about 30-35 statements about whether e-HRM is effective in organizations.

Table 1: Structure of Organization Surveyed by the Number of Employees (N=250)

Organization Size (by Number of Employees)	Frequency	Percentage
1-250	93	62.7
250-700	74	28.2
800+	83	9.1
Total	250	100

Table 1 indicate that the largest share of analysed organizations in Delhi was in the group of small and medium enterprises (62.7% of organizations), according to the number of employees, from 1 to 250 workers. Large companies were around 28.2% (over 700 workers in the organization). Very large enterprises, over 1000 workers, made up 9.1% of the total sample.

Table 2: Ownership Structure of Organization Surveyed (N=250)

Ownership	Frequency	Percentage
Private	135	68.6
Public	114	31.1
Mixed	0	0
Other	0	0
Total	249	0.3
Missing	1	0.9
Total	250	100

The data from Table 2 indicate



that the largest share of analysed organizations in Delhi was in the private sector, 68.6%, while in the public there are 31.1 % organizations. About 45% of enterprises are engaged in production, while around 55% of organizations are in the service sector. The largest share of organizations analysed in Delhi is trade, telecommunications and IT sectors. For the purposes of this research and pointing to the practice of using e-HRM in organizations, the following variables have been analysed:

- Use of e-HRM in organizations
- Use of personal services for managers
- Use of personal services for employees.



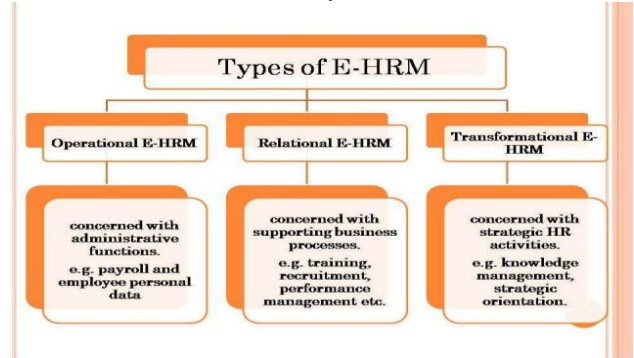
For a more detailed analysis, the above changes are made with respect to the size of the company, job and job differences to determine the level of usage of this machine and its representatives. This machine operates in Delhi/NCR. Data analysis was done using SPSS statistical analysis, descriptive statistics and chi-square test.

V. TYPES OF E-HRM

Advantages of E-HRM:

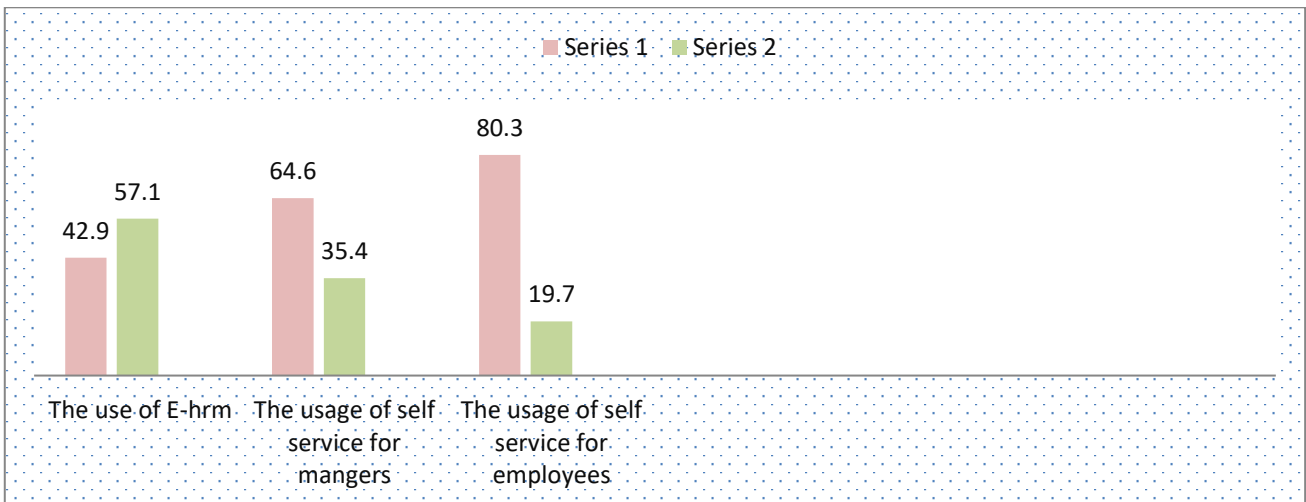
- 1) Good for multiple task
- 2) Improving record keeping

- 3) Organization system supportive
- 4) Maintain transparency and accuracy
- 5) Easy controlling approaches
- 6) Advancement of technology
- 7) Standard provider
- 8) Time and resource saver
- 9) It integrated all HR systems
- 10) It manage all routine task and availability of staff
- 11) Less risk orientation system



VI. RESULT

The data in the two tables show the frequency of using e-HRM to implement human resources management activities. Only a quarter of the organizations surveyed (about 26%) use a personal manager for various HR management tasks; managers in the majority of companies still do not experience such times. The system allows managers to track information about employees working with specific managers, allowing them to perform specific HR tasks. Employee self-service allows HR professionals and employees to manage employees based on data. From an entry level, they can understand all the information and some information may change.



[CHART- Representation of Impact of e-HRM in Delhi/NCR]

VII. CONCLUSION

Conclusion The role and importance of the HR function has changed over time, not only changing the behavior of human capital, but also the way technology has changed because it is always important to provide the basis for starting a business. for the process. Recently, the

development of this capacity has been supported by IT and electricity. For example, daily HR activities originating from IT and electronic systems, such as maintenance and attendance records, absenteeism, leave, annual leave, salary, fringe benefits, motivation, training, tracking of goal



An Analysis the Impact of e-HRM on Organizational Performance in Information Technology (IT) Industry in Delhi/NCR

achievement, performance and success. Employee contracts, planning of key personnel related to organizational effectiveness and much more are done faster, more accurately and easier than ever before. At the same time, thanks to the connection between IT and HRM, a new concept of HRM, called e-HRM, has been created. The document states that the main advantage of such a system is faster, more accurate and easier processing of employee data, saving costs, liberating HR managers from managers, increasing access to HR information and using HR standardization methods. In short, using e-HRM strategy, this study can benefit all the work of the organization because its implementation makes it more efficient and effective. Management of e-energy users should simplify and speed up the human resources process, do not slow down and get efficiency. This article also presents the results of the literature review on the implementation of e-HRM systems by organizations in Delhi/National Capital Region.

The data showed that only half of the 250 organizations that responded in Delhi were using the system. In terms of leaders, only 1/4 of the organization; in terms of other employees, only 1/5. Considering the existence of an HR department in an organization, the use of e-HRM in relation to HR strategy and business strategy, in all cases, participants are more likely to use e-HRM and its modules when they have the above data. independent access from the file. This tells us that from a conceptual point of view, the establishment of human resource management processes leads to the understanding, implementation and use of modern technology in this area. The main idea of this article is shown in the presentation of the most important e-HRM theory, emphasizing the benefits of e-HRM, but also the limitations that the original should be understood and analyzed when deciding to introduce e-HRM. E-HRM is especially important for organizations in Delhi because only half of the organizations use it. Implementing this process can save costs and increase efficiency in the HR department and other sectors. In addition, since human resources management can reduce the time spent on administrative tasks, human resources professionals can focus more on the results of the same human resources, which will contribute to the status and importance of human resources within the organization.

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