Plagiarism Checker X Originality Report

Similarity Found: 14%

Date: Wednesday, January 15, 2020
Statistics: 350 words Plagiarized / 2444 Total words
Remarks: Low Plagiarism Detected - Your Document needs Optional Improvement.

International Journal of Recent Technology and Engineering (IJRTE) ISSN: 2277 - 3878, Volume - 8, Issue - 2S11, September 2019 3814 Published By: Blue Eyes Intelligence Engineering & Sciences Publication Retrieval Number: B1 5 0 1 0982S1119 /2019©BEIESP DOI: 10.35940/ijrte. B1 5 0 1 . 0982S1119 ? Abstract : Activity of face to face human resource management is replacing w ith 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 conside r 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. I NTRODUCTION With the continuous development of technology and science especially with the increment o f 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 electroni c 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 Ch i Minh City Open University, Vietnam. E - mail: phong.nt@ou.edu.vn E.

Laxmi Lydia, Poesr innsInttt fInomto 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. T YPES 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 goal s 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 proc ess 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 pr ovides 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 effici ency. 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 informat ion 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 ma nagement 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). R EFERENCES 1. Bdrou n uH.J. .(20),"Does - HRM contribute to HRM Effectiveness? Results from a quantitative study in a Dutch Mnst ppt tte t taiaCferene te Dutch HRM Network: The Netherlands. 2. LepkD.P.adSnS.A.(19),"Viul : raegi u resource mangemen nte 1 enu,Hu esoue Management Review 8 (32524 3. PaE.adTysonS.(21),"Desi ls n cul tomes e - HR" manRrcMngemen rnl 1): 3 – 354. 4.

Ciwatnsook Jermsitia,K.21."Impc Entrepreneur Education on Entrepreneurial Self - Employme nt: A Case Stdfrom alad" Polish Journal of Management Studies 19 (1): 106 - 116. 5. Jermsittiparsert, K., Sutduean, J., Sriyakul, T., & Khumboon, R. 2019.

"ThRof uomer espsiess nImpnte ernl Performance of an Agile Supply Chai n" Polish Journal of Management Studies 19 (2): 206 - 217. 6. Jermsitia,K. tun Srikl,T.21."Effec Service Innovation and Market Intelligence on Supply Chain Performane i Inona Fiig Inury. Industrial Engineering & M anagement Systems 18 (3): 408 - 417. 7. Jermsitia,K. md,P. Somji 09 ply Chain Practices and Sustainable Performance: Moderating Role of Total Quality Management Practices in Electronic Industry of Thin.

International Jour nal of Supply Chain Management 8 (3): 33 - 46. 8. Somji Jermsitia,K.21."ThTrae - off between Cost and Environmental Performance in the Presence of Sustainable Supply Can" International Journal of Supply Chain Management 8 (4): 237 - 247. 9. Je rmsitia,K.& waee,A.21."Formal uai for Non - Thai or Undocumented Person in Thailand amidst the Challenge of Nationalism and Transnationalism: A Case Study of Wat SimonhScool,SatSah ne.

Kasetsart Journal - Social Sciences 33 (2): 203 - 213. 10. Chienwattanasook, K., Wattanapongphasuk, W., Prianto, A., & Jermsitia,K.21."Corae trenrshpadBsiess Performane Logii ompnes nInona" Industrial Engineering & Management Systems 18 (3): 5 38 - 547. 11. Dabeh . ssei,A. Jermsitia,K.21."Th Triangular Relationship between TQM, Organizational Excellence and Organizational Performance: A Case of Arab American University Paie.

Management Science Letters 9 (6): 921 - 932. 12. J ermsittiparsert, K., Siam, M., Issa, M., Ahmed, U., & Pahi, M. 2019. "Do onmers ec ompnes o e illy espsile? e Impc Corae il

espsiitonByig ehvi" Uncertain Supply Chain Management 7 (4): 741 - 752. 13. Haseeb, M., Hussain, H., Kot, S., Androniceanu, A., & Jermsitia,K.21."Rof il n hologia Challenges in Achieving a Sustainable Competitive Advantage and SuanbBsiess Performane.

Sustainability 11 (14): 3811. 14. Haseeb, M., Kot, S., Hu ssai,,tprsert K.09 "Impc of Economic Growth, Environmental Pollution, and Energy Consumption on Health Expenditure and R and D Expenditure of ASEAN outes." Energies 12 (19): 3598. Role of Electronic Human Resources Management Systems in the Growth of Web Based Business 3817 Published By: Blue Eyes Intelligence Engineering & Sciences Publication Retrieval Number: B15010982S1119/2019©BEIESP DOI: 10.35940/ijrte.B1501.0982S1119 15. Huda, S., Tsani, I., Syazali, M., Umam, R., & Jermsittiparsert, K. 2020.

"ThMngemen Edctonl em nThLaAust Ce: Cse IslacScools." Management Science Letters 10 (3) (In press), DOI: 10.5267/j.msl.2019.9.018. 16. Usak, M., Kubiatko, M., Shabbir, M., Dudnik, O., Jermsittiparsert, K., & aai,L.21."HeahCre cDeliBsedonte Inern ThnA ematcadCrehsiStd" International Journal of Communication Systems 32 (14): e4179. 17. Jermsittiparsert, K., Ambarita, D., Mihardjo, L.,

& Ghani, E. 2019. "Rsk -Return through Financial Ratios as Determinants of Stock Price: A Stdegi. Journal of Security and Sustainability Issues 9 (1): 199-210. 18. Thbink Jermsitia,K.21."Towas stiale Functioning of Organization: Women Empowernment and Corporate Mngemen uu" Journal of Security and Sustainability Issues 9 (1): 321-332. 19. Syazali, M.,

Putra, F., Rinaldi, A., Utami, L., Widayanti, Umam, R., & Jermsitia, 21.rtaorrelai Anlysi sing Multiple Linear Regression: Impact on Business Environment of Digital Mrkig t nte Inuril evolui .. Management Science Letters 9 (11): 1875-1886. 20. Sae- LiP.&

tprsert 09 te rt dsta Revolution a Panacea? Risks toward the Fourth Industrial Revolution: Eviene nte a on" International Journal of Innovation, Creativity and Change 5 (2): 732-752. 21. Chatchawanchanchanakij, P., Arpornpisal, C., & Jermsittiparsert, K. 21."ThRof orporate Governance in Creating a Capable SupCanA aof desinTi dst" International Journal of Supply Chain Management 8 (3): 854-864. 22. Hartinah, S., Suharso, P.,

Umam, R., Syazali, M., Lestari, B., Roslina, R., & Jermsittiparsert, K. 22.cer's Performane Mngemen: ThRof niaLeaershp vimen n Mitonnl Ct Inona" Management Science Letters 10 (1): 235-246. 23. Haseeb, M., Hussain, H., Slusarczyk, B., & Jermsittiparsert, K. 2019. "Inu try 4.0: A Solution towards Technology Challenges of SuanbBsiess Performane. Social Sciences 8 (5): 184. 24. SnS.A. uer ,adLepkD.P.(20),"Viul damens: tnou te dle" hof

dstaad Labor Relations, Center for Advanced Human Resource Studies (CAHRS Working Paper #01-08), Ithaca, NY: Cornell University. 25. Waer,A.J.

te n hKey dAre hnn Hu esoues",InAlfredJ. lk .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.

Sadt 02 manRrcMngemen" hpbsh Javai,R 02 manRrcMngemen" bshn 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) "Thiatof gitmangemen yle horgaiton excellence- fi uy tJordncil ak tai al 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.

Khrrou,Na(21) ThImpc E -Business Capabilities on The Performance of Human Resources and Organizational Performance in Jordanian Retail Sector A Case Study: Sameh Mall Inmen p,upbsh hs M - Jordan. 34. Eskld Dalga& Aners, "Thatreaitn Leaig on Business Excellen c aQuliy aat,19,P: 0 35. Abuamouna, Yousef (2009) the reality of electronic human resources management in the public Palestinian universities - Gaza Strip, "unpublished master thesis, Islamic

INTERNET SOURCES:

1% - https://www.researchgate.net/publication/337049054_Phishing_Websites_Detection_Using_Machine_Learning
1% - https://www.researchgate.net/publication/335870414_Risk-Return_through_Financial_Ratios_as_Determinants_of_Stock_Price_A_Study_from_ASEAN_Region
<1% - http://issbs.si/press/ISBN/978-961-6813-10-5/papers/ML12_029.pdf
1% - https://thoughteconomics.com/
<1% - https://www.inc.com/encyclopedia/human-resource-management.html
1% - https://file.scirp.org/pdf/JSS_2015040714514409.pdf

<1% - https://www.researchgate.net/publication/324312607_Electronic_Human_Resource_Management_E-HRM_System_Volume_14_Number_15_Part_4_2017

1% - http://www.jett.dormaj.com/docs/Volume7/special%20issue/Overview%20of%20Structure,%20Applications%20and%20Control%20of%20Energy%20Management%20System%20in%20Different%20Fields%20of%20Business%20Management.pdf

1% - https://www.researchgate.net/publication/337006188_Role_of_Social_Media_Marketing_in_the_Successful_Implementation_of_Business_Management

<1% - http://iosrjournals.org/iosr-jbm/papers/Vol13-issue6/G01364146.pdf

<1% - https://en.wikipedia.org/wiki/E-HRM

1% - https://www.sececonf.com/2019/05/

1% - https://www.ijrte.org/download/volume-8-issue-4/

<1% - https://www.researchgate.net/publication/303794378_Maximizing_e-HRM_outcomes_a_moderated_mediation_path

<1% - https://iedunote.com/e-hrm

<1% - https://geeksoncoffee.com/hilarious-anime-series-of-all-time/

<1% - https://www.instituteforgovernment.org.uk/sites/default/files/publications/Policy%20making%20in%20the%20real%20world.pdf

<1% - https://www.researchgate.net/publication/323580429_Towards_a_Paperless_Higher_Education_System_in_Nigeria_Concept_Challenges_and_Prospects

<1% - https://www.slideshare.net/anithamarimuthu3/selection-and-recruitment-cbm-1

<1% - https://en.wikibooks.org/wiki/Learning_Theories/Knowledge_Management:_Processes

1% - https://www.researchgate.net/publication/337159912_A_Research_on_Different_Models_for_E-Learning

<1% - http://www.allresearchjournal.com/archives/2015/vol1issue12/PartI/1-12-77.pdf

<1% - https://www.sciencedirect.com/science/article/pii/S0040162517313318

<1% - https://www.researchgate.net/publication/334491025_The_Role_of_Customer_Responsiveness_in_Improving_the_External_Performance_of_an_Agile_Supply_Chain

1% - https://scholar.google.com/citations?user=vxcZ-LgAAAAJ&hl=en

1% - https://www.researchgate.net/publication/235259762_TQM_and_business_innovation

<1% - http://scholar.google.co.th/citations?user=vxcZ-LgAAAAJ&hl=en

<1% - https://expert.taylors.edu.my/cv/muhammad.haseeb

1% - http://ojs.stmikpringsewu.ac.id/index.php/JurnalTam/article/view/732

1% - https://link.springer.com/journal/12122/24/3

1% - http://alihjenis.agribisnis.ipb.ac.id/uploads/bahan/Tugas_Kuisioner_MRB.pdf

1% - https://link.springer.com/chapter/10.1007/978-81-322-2380-1_7