Shaping Organization with e-HRM

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Abstract—**Shaping organization is essential and required task for any management to produce a qualitative and reliable product for their customers. So, today we can easily see a concept of Human Resource Management (HRM) in every organization for internal management and efficient utilization of resource to produce a better and new technological product for their customers. HRM is an art of managing people at work in such a manner that they give best to the organization. Now, here we are offering you a concept of Electronic Human Resource Management (e-HRM) as an Implementation Support System (ISS) for HRM. For understanding the better skills, creative abilities and talents of human resources at a very quick time there must be a concept of e-HRM. Generally e-HRM is an interface through which we can directly communicate or know about the right talent through traverse some list or records in our personal database without creating any issue. e-HRM (Electronic Human Resource Management) is an advance business solution which provides a complete on-line support in the management of all processes, activities, data and information required to manage human resources in a modern company. It is an efficient, reliable, easy-to-use tool, accessible to a broad group of different users.**

Index Terms—**Electronic Human Resource Management (e-HRM), Human Resource Management (HRM), Implementation Support System (ISS)**

I. INTRODUCTION

Shaping organization is essential and required task for any management to produce a qualitative and reliable product for their customers. So, today we can easily see a concept of Human Resource Management (HRM) in every organization for internal management and efficient utilization of resource to produce a better and new technological product for their customers. The importance of human resources to any organization need not be over-emphasized. Human resource is the wealth of a nation and an organization. Basically, every organization is directly depend on the HRM for good implementation of resource for the task design and planned by top level management. If an organization has good and responsible HRM then the output of that company automatically would be excellent. HRM is generally the essence of being a manager who has to get things that done by others. It generally leads to the maximum utilization of human resources, reduces excessive labour turnover.

II. PRIOR AND RELATED WORK

HRM can be defined as a process of procuring, developing and maintaining competent resources in the organization so that goals of an organization are achieved in an effective and efficient manner. In other words HRM is an art of managing people at work in such a manner that they give best to the organization. HRM knows how to manage the resources within the organization, sometime management likes and dislikes certain things and something make one happy while making others unhappy and if the HRM has to take decision very quickly that to whom they place for a task if they have a lot of talents in their organization or to know which employee has a good concept for that task.

Now, here we are offering you a concept of Electronic Human Resource Management (e-HRM) as an Implementation Support System (ISS) for HRM. For understanding the better skills, creative abilities and talents of human resources at a very quick time there must be a concept of e-HRM, generally e-HRM is an interface through which we can directly communicate or know about the right talent through traverse some list or records in our personal database without creating any issue. e-HRM is not a specific stage in the development of HRM, but a choice for an approach to HRM. If we have an appropriate record about our resources that are being used so HRM can do their work very easily. Electronic-HRM automatically reduces a stack of papers or a document type office.

For relational HRM there is the choice between supporting recruitment and selection through a web based application or using a paper-based approach (through advertisements, paper-based application forms and letters etc.). Finally, in terms of transformational HRM, it is possible to create a change ready workforce through an integrated set of web-based tools that enables the workforce to develop in line with the company's strategic choices or to have paper-based materials. Generally for planning and designing the objective, top level management looking with Management Information System (MIS) which works as a Decision Support System (DSS) as like the same there must be an Implementation Support System (ISS) to do better management of human resource. Basically e-HRM is a concept of Implementation Support System (ISS) which helps to HRM for taking a decision to manage a resource for a given task. Implementation Support System (ISS) can have also the same phase as DSS as intelligence, design and choice. Intelligence helps to identify any problem or opportunity and gather data related to such problem. Design refers to formulating a problem or an opportunity developing solutions to solve the problem. Choice will make able to choose right talent to the particular opportunity.

Approaches

The Implementation Support System (ISS) also helps to take decision to HRM the right time of recruitment and of new technological skills. We can say that working of Implementation Support System (ISS), e-HRM can better

utilize their available Human Resource in the organizations. e-HRM is a way of carrying out HRM, it is a way of thinking about and implementing HRM strategies, policies, and practices. By following a specific e-HRM direction, an organization expects to achieve certain goals: an improvement in the HR's strategic orientation, an improvement in client focus and satisfaction, and a decrease in costs or increased efficiency. The companies are aware of the fact that human resources have changed more from a cost factor to a success factor. e-HRM is a web based tool to automate and support HR processes. The implementation of e-HRM is an opportunity to delegate the data entry to the employee. e-HRM facilitates the usages of HR marketplace and offers more self-service to the employees.

e-HRM (Electronic Human Resource Management) is advance business solution which provides a complete on-line support in the management of all processes, activities, data and information required to manage human resources in a modern company. It is an efficient, reliable, easy-to-use tool, accessible to a broad group of different users. e-HRM is a way of implementing HR strategies, policies, and practices in organizations through a conscious and directed support of and/or with the full use of web-technology-based channels. It covers all aspects of human resource management like personnel administration, education and training, career development, corporate organization, job descriptions, hiring process, employee's personal pages, and annual interviews with employees. Therefore e-HRM is way of doing HRM. One approach can also be considering as a technical perspective, the IT possibilities for HRM are endless: in principal all HR processes can be supported by IT. E-HRM is the relatively new term for this IT supported HRM, especially through the use of web technology.

According to today's trend each company need HRM like interface to manage a proper balance in between employees or managers and sometimes it gets failure due to the human or social related problem but from e-HRM we can easily overcome from all these problems. The performance of the workers could be improved and increased by proper motivation. Most people can exercise far more creativity, self-direction and self-control than their present jobs demands. It is, however, necessary to create an environment in which all members can contribute to the limits of their ability. Through e-HRM we can build a transparent environment for employees because the e-HRM has no any emotions and nobody can blame to e-HRM for partiality. e-HRM improves organization climate very clearly and in good climate everybody gets relaxation and can do their job very well, so it relates to the excellent production or enhance quality.
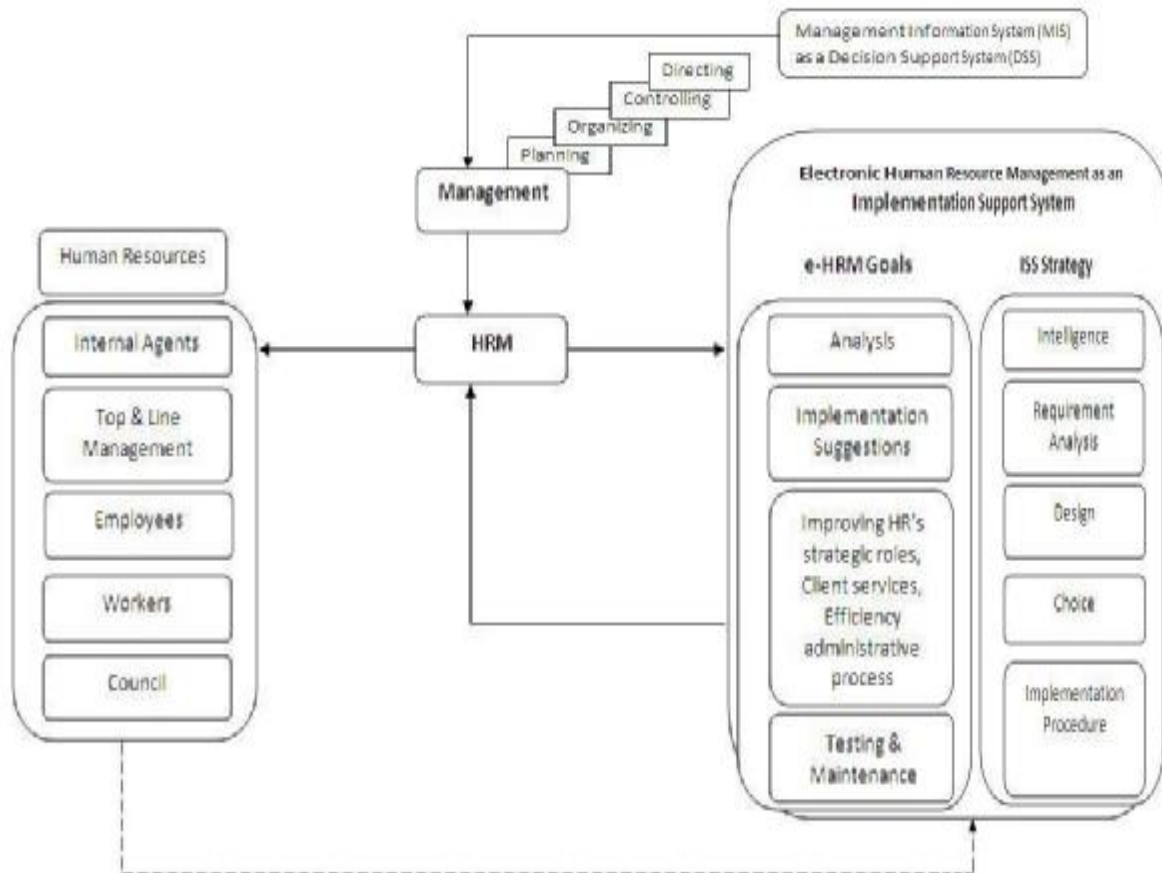

Fig1: Implementation Support System Model

Through this model, we can easily see, top level management takes any decision with the help of Management Information System as a Decision Support System for directing, controlling, organizing and planning entire task in the organization. But, in case of HRM, there are no any web based tools through which HRM can take any decision. Although in some organization e-HRM exits but we are offering in a new and more effective way like Implementation Support System for implementing all the task that are given by the top level management to HRM. In this model, there are mainly two concepts with e-HRM, first ISS strategies and another one is e-HRM goals. Through ISS strategy we can achieve e-HRM goals. There are some phases of ISS strategy like Intelligence, Requirement analysis, Design, Choice and Implementation Procedure. Here the need of intelligence is that it helps to identify any problem or opportunity and gather data related to that problem. It is a system that learns during its existence. It creates new ones and stores relationships to other total, part, abstract and concrete concepts. The intelligence system continually records the present situation and the action that followed as a response rule. It makes abstractions of concepts and creates the corresponding response rules, including these abstractions. By all these activities, starting with very concrete response rules, it creates response rules that are applicable to several different but similar situations. Requirement analysis: e-HRM System itself analyzes all the task & available human resources that are required in the organization. Here, requirement analysis is the analysis of how a task is accomplished, including a detailed description of both manual and mental activities, task and element durations, task frequency, task allocation, task complexity, environmental conditions, necessary clothing and equipment, and any other unique factors involved in or required for one or more people to perform a given task. Design: To design all alternative outcomes. Here, design is that area of human experience, skill and knowledge which is concerned with man's ability to mould his environment to suit his material and spiritual needs. The process of design then proceeds from here by manipulating design variables so as to satisfy the non-negotiable constraints and optimizing those which are negotiable. It is possible for a set of non-negotiable constraints to be in conflict resulting in a design with no solution; in this case the non-negotiable constraints must be revised. All these processes are designed itself by e-HRM system. Choice: To choose the best option from all possible alternatives. In the personal development sense, choice refers to the act of choosing from among alternatives of beliefs, lifestyle and behavior. Choice consists of the mental process of thinking involved with the process of judging the merits of multiple options and selecting one of them for action. Implementation Procedure: Suggest to HRM for better implementation of design chosen by e-HRM. The purpose of this section is to illustrate the procedures of implementation of task that are chosen by e-HRM system for HRM. Testing & Maintenance: periodically test & maintain all ISS phases. Here, maintenance testing is that testing which is performed to either identify equipment problems, diagnose equipment problems or to confirm that repair measures has been effective. Testing and maintenance are updating tests when the software has changed, testing a released system that has been changed, testing by users to ensure that the system meets a business need, testing to maintain business advantage, updating new technological information for HR, etc. Now through all these concepts we can achieve e-HRM goals like analysis and implementation suggestions that suggest you how to implement these entire critical tasks for HRM. It also improves HR's strategic roles, client services, efficiency in administrative processes, etc.

Organizations broadly implement IT to change-improve-transform the HRM function. Organizations can get HR activities lead to benefits through adopting e-HRM (cost savings, efficiency, flexible services, and employee's participation).

The National Institute of Personal Management (NIPM) of India has defined human resources – personal management as "that part of management which is concerned with people at work and with their relationship within an enterprise. Its aim is to bring together and develop into an effective organization of the men and women who make up enterprise and having regard for the well – being of the individuals and of working groups, to enable them to make their best contribution to its success". Indian Companies have spruced up their strategic thinking; they have even moved a generation ahead with their organizations. But they still have managers who have been shaped by old models. They are essentially a group of first generation managers whose definitions of roles and tasks, personal skills and competencies, ideas and beliefs about management have been shaped by an earlier model. Electronic Human Resource Management (e-HRM) constitutes a commonly adopted management practice in the interim. This is obviously founded on the expectation of diverse positive consequences of e-HRM, such as reducing costs, speeding up processes, improving quality, and even gaining a more strategic role for HR within the organization.

The popular terms of the present day world are 'Learning Organization', 'Managing Organizational Change', 'Change Agents' and the alike. It is now accepted that any organization can survive in today's socio – economic environment only if it is pro-active to environmental changes. Advances in information technology too are forcing organizations to change their very way of thinking.

III. CONCLUSION

Organizations that view their HR as a strategic business partner believe in full maturity of their HR function. Such organizations are focused on attaining leadership positions rather than a year-on-year growth. Bottom-line and top-line growths are expected to be achieved automatically. Total compensation (payroll and benefits) also becomes a focus area where the HR helps the organization attract and retain skilled employees by becoming a leader in compensation

management. Using the skill database and the organization structure, the HR function iteratively evolves compensation practices, improves the training function and makes the recruitment function more attuned to the skills needed by the organization. Size and age of an organization has no bearing on the maturity of their HR function. Maturity has much to do with the focus of "management on people" which constitutes their biggest asset. Thus e-HRM as an Implementation Support System (ISS) can help the organization to quickly mature their HR function and institutionalize best-practices for long-term growth.

ACKNOWLEDGEMENT

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