A STUDY ON E-ATTENDANCE SYSTEM PRACTICES OF ELECTRONIC HUMAN RESOURCE MANAGEMENT IN ORGANIZATIONS AT CHENNAI, INDIA

Dr.S.Ganesan

Professor, Department of Management, College of Business & Economics, Haramaya University, Ethiopia.

ABSTRACT

All the activities of an organization are initiated and completed successfully by the persons who make up the organization. Therefore, people are the most significant resource of any organization. This resource is called human resource and it is the most important factor of production. The primary purpose of this study is to give an insight into the present Electronic Attendance System practices of with the application of Information and Communication Technology. The study focuses application of information and communication technologies to deliver E-Attendance has become an important strategy for firms seeking to achieve a competitive advantage. This article aims to know the opinion about E-Attendance System in E-HRM practices among respondents in IT and IT enabled organizations in Chennai, India. The findings of the study suggested that E-Attendance System can be effective only with Swipe card System, Biometric Finger print System and also useful in rightly enter in / out time of employees.

Keywords: E-HRM, E-Attendance System, Swipe card System, Biometric Finger Print System.

INTRODUCTION

All the activities of an organization are initiated and completed successfully by the persons who make up the organization. Therefore, people are the most significant resource of any organization. This resource is called human resource and it is the most important factor of production. It is because the efficient use of physical resources (i.e., land, machinery, materials) ultimately depends on how the human factor is put to good use on various operations. "The Management of Man" is a very important and challenging job. The management of men is a challenging task because of the dynamic nature of the people. People are responsive; they feel, think and act; therefore, they cannot be operated like a machine or shifted and altered like a template in a room layout.

HRM & PERSONNEL MANAGEMENT

The names 'human resource management' and 'personnel management' are being used interchangeable by many. When used in a broader sense, the term human resource management refers to the task of handling people who belong to the different strata of society, i.e., students, employees, employers, the self-employed, sportsmen, housewives etc. The term human resource management has greater relevance for a Government that has to work for the betterment of all its citizens.

NEED OF TECHNOLOGY IN HRM

Computer technology of the 1970s and 1980s moved things on, particularly the introduction of desktop PCs and networking technology in the 1980s. Databases specially designed to meet the needs of personnel came on to the market and many organizations started to transfer their paper records on to computer.

This was what is now known as Human Resource Information (or Management) Systems. These systems were based on a technology known as Client-server. Nowadays, companies seek possibilities to run HR operations more efficiently. The introduction of E-HRM is expected to facilitate a more efficient and strategic way of working for HR professionals (Gardner et al., 2003; Shrivastava and Shaw, 2003).

The Human Resource Management requires new approach due to changes in the industry, Business methods, Corporate policy, Technological Impact and trends in Globalization. Information is recognized as an important source. A wide variety of information needs of a business are recognized into 'Management Information System (MIS)'. MIS consists of interconnected subsystems. Computers have simplified the task of HR managers in all the functions like recruitment, selection, training, performance appraisal, compensation plans, and conducting

employee surveys. With computer hardware, software, and databases, organizations can keep records and information better, as well as retrieve them with greater ease.

E-HRM
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. Even though the e-HRM concept is widely used today, there are hardly any explicit definitions. The few detectable definitions (Lengnick-Hall & Moritz, 2003; Ruël, Bondarouk, & Looise, 2004) are rather general and emphasize the Internet-supported way of performing HR policies and/or activities. E-HRM is the (planning, implementation and) application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities.

E-ATTENDANCE
According to Schreyer & McCarter (1998) e-recruitment refers to "the recruitment process, including placing job advertisements, receiving resumes, and building human resource database with candidates and incumbents". From the relevant literature, the words e-recruitment, online recruitment, cyber recruiting, or Internet recruiting are synonymous. They imply the formal sourcing of job information online (Ganalaki, 2002). Hoffman (2001) defined e-recruitment as "The utilisation of the Internet for candidate sourcing, selection, communication and management throughout the recruitment process"

NEED OF THE STUDY
According to Stephen et al., (2005) from the relevant literature, that finance and accounting professionals are realizing many benefits from management's decision to implement automated time and attendance solutions for salaried and part-time employees. Automated solutions decrease the amount of time it takes to issue an invoice for employers who bill employee to a third party.

PURPOSE OF THE STUDY
The primary purpose of this study is to give an insight into the present E-Attendance HR practices with the application of Information and Communication Technology. The study focuses application of information and communication technologies to deliver E-Attendance has become an important strategy for firms seeking to achieve a competitive advantage. It describes in the title of the study itself that is Electronic Attendance System practices in information technology and software organization and Information Technology Enabled Service industries in Chennai, India.

REVIEW OF LITERATURE
Stephen et al., (2005)[74] indicated that finance and accounting professionals are realizing many benefits from management's decision to implement automated time and attendance solutions for salaried and part-time employees. It also eliminates fraud by removing the temptation to manipulate time captured through paper-based system. Automated solutions decrease the amount of time it takes to issue an invoice for employers who bill employee to a third party. Employees have multiple options to access either solution and enter time through the Internet, interactive voice responses (IVR) telephone systems , automated time clocks, biometric devices that scan fingerprints or handprints, badge scanners, and personal digital assistants (PDA), among others. Technology has made it so employees can enter data from anywhere, at any time.

Loretta Newman-Ford et al., (2008)[75] indicated that UniNanny is an electronic attendance monitoring system developed at the University of Glamorgan, which boasts high-quality data and minimises disadvantages associated with paper-based methods. Their study findings reinforce the importance of reliable attendance monitoring systems for the quick identification of persistent absentees, and indicate that action to increase attendance will help to retain students and improve their chances of academic success.

OBJECTIVES OF THE STUDY

1. To Study the opinion on E- Attendance System in HRM practices among respondents in IT and IT enabled organizations
2. To identify the demographic profile of the respondents on E-Attendance in E-HRM in IT and IT enabled organization

SCOPE OF THE STUDY

The study is conducted in one of the leading global IT (Information Technology) corridor and major metro city of India, i.e., Chennai. Ten years old IT and IT enabled services organizations were selected for the study. The study focuses one of the vital concepts of E-HRM that is E-Attendance, which is contributing major role in HR practices.

RESEARCH METHODOLOGY

Research Methodology is simple the plan of action for a research that explains in detail how data is to be collected, analyzed and interpreted. The validity and reliability of any research depends upon the systematic collection of data and analyzing in a more scientific methods. The reliability test was carried out to test the effectiveness of the questionnaire. The reliability alpha value was 0.901 (Questionnaire for HR-executives, section-1) and alpha value was 0.883 (Questionnaire for Non-HR executives, section-2). The types of researches are like Exploratory, Experimental, Descriptive, and Analytical. Here the research so adopted is Descriptive in nature.

SAMPLING DESIGN AND SAMPLE SIZE

The Sampling technique for this research is Simple Random Sampling. In a simple random sample each member of the population has a known and equal chance of being selected. Ten years old leading 52 companies were selected which includes IT and IT enables services like BPO and hardware companies in Chennai. The total sample size is 406 HR executive and Non-HR executives. This includes 116 HR executives and 290 Non-HR executives.

DATA COLLECTION

The questionnaire that was constructed had been pre-tested with the pilot survey and necessary changes were and carried out so as to make the questionnaire easy to understand and follow and to be respondent friendly. Pre-testing the questionnaire designed to assess the appropriateness of the questionnaire. A pre-test survey was carried out to see (a) whether the respondents have understood all the questions. (b) Whether any particular question is unanswered by the respondents. It is also noticed that some of the respondents were not able to understand some question because of technical words used. The pilot survey was conducted with 30 respondents.

DATA ANALYSIS

The purpose of analysis is to build up a sort of empirical model where relations are carefully brought out so that some meaningful inferences can be drawn. Data has to be analysed with reference to the purpose / objective of the study and its possible bearing on scientific discovery. The data gathered through the survey are to be analysed with appropriate tools and techniques and are represented with tables and graphs as and when necessary. In order to analyse descriptive data analysis and statistical data analysis the study carried out various statistical tools such as percentage method, weighted average method , ANOVA, Regression analysis, Friedman Test and Kendal's test to arrive at accuracy of results. The Weighted average scores for ranking the factors responsible for E-Attendance System with respect to HR-Executives

Factors	Total Score	W.Average	Assigned Rank
Swipe card system	512	4.41	2
Biometric finger print system	516	4.45	1
Close circuit TV system	420	3.62	4
Remote access storing	423	3.65	3

Total number of respondents – 116

The Weighted average scores for ranking the factors for the perception level of E-Attendance System with respect to Non-HR Executives

Factors	Total Score	W.Average	Assigned Rank
Rightly enter in /out time	1239	4.27	1
Store and access remote data	1109	3.82	4
Avoid malpractices	1136	3.92	3
Access data any time	1227	4.23	2

Total number of respondents- 290

CONCLUSION

Automated or E-Attendance System is viewed as an important tool in maintaining employee's attendance register system these E-Attendance System are continued to be used in E-HRM's Attendance process. It also eliminates fraud by removing the temptation to manipulate time captured through paper-based system. Automated solutions decrease the amount of time it takes to issue an invoice for employers who bill employee to a third party.

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