



**“THE ROLE OF E-HRM IN INCREASING AFFIRMATIVE WORK ATTITUDES AMONG IT EMPLOYEES:
WITH SPECIAL REFERENCE TO BANGALORE CITY”**

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Abstract

E-HRM technology is a way of aligning and deal with organization HR strategies, procedure and carries out. The e-HRM technology wires the HR purpose throughout web technology based channels. The main aim of the study is to focus on attitude of employees towards using E-HRM and to recognize the defy for the implementation. The confront, advantage, purpose and fulfillment of employees with E-HRM, We finish that the goals of e-HRM are mainly to improve HR's administrative competence and to attain cost diminution. Most of employees attitude towards e-HRM were satisfied .Finally, e-HRM barely facilitated to enhance employee's competences, but resulted in cost diminution and a reduction of the Administrative burden.

Keywords: E-HRM, IT, Employee Attitude, Employee Satisfaction

INTRODUCTION

The E-Human Resources Management is web software which supports all the HR activities of organization. It helps the HR department to collect data, information about the employees and assist in total business solutions. As the greatest challenge is the implementation part of E-HRM and involves various issues such as training to employees, cost involvement and so on [Ref 1].

In addition to Nivlouei[Ref 2] explained the E-HRM makes the organization to work smooths without any hurdles in the business activities of the organization. He examined and stated that the E-HRM process quickens the process, reduces the organizational costs, increases morale between the employees and in turn gives better satisfaction level to them. In contrast, Nivlouei(2014) remind the drawbacks of the E-HRM with non-acceptance of this process by exploring the factors such as lack of change in employees' insight, the lack of security to guarantee input data can make organization's senior managers to lose their confidence concerning the capabilities of the electronic human resource management in creating values.

Foster et al. (2004) [Ref 3] tries to integrate the internet applications by clubbing two components in E-HRM i.e.; use of electronic media while the other is the active participation of employees in the process. Dr. Aysar Mohammad (2015) [Ref 4] enlightens the E-HRM framework for operational performances of the whole entire organizations by providing information for better decision making.

This study explores the E-HRM importance to the manufacturing companies and also tried to cover the other sub areas of E-HRM, which is not covered by the other articles, journals and research papers and shown the platform further to the researchers to continue the present works and take them to next level in the research.

TYPES OF E-HRM

Operational HRM: Operational E-HRM is related to managerial function like payroll, maintaining employee data etc .

Relational HRM: Relational: E-HRM is related to supportive business process which helps in providing training to employees, Recruitment, Performance Management etc.

Transformational HRM: Transformational HRM is related to frame strategic HR activities like strategic re-orientation, Knowledge Management etc.

OBJECTIVES OF THE STUDY

- To know the employee satisfaction towards E-HRM
- To know the attitude of employees towards E-HRM
- To know what all challenges Facing by IT employee to implement E-HRM

Primary Data

Primary data means it is firsthand information, in this study primary data collected through questionnaire method.

Secondary Date

The data which is already collected in this study secondary data collected through journals, magazines, books and websites.

Sample Size

The sample size used in this study is 30 employees who are working in IT companies in Bangalore city.

CONFRONTS OF E-HRM FOR IT EMPLOYEES

1. It is Cost effective for implication
2. Difficult to align e-HRM system with organisations requirements
3. Lack of security to protect the information
4. Training is required for the user which is again cost effective

BENEFITS OF E-HRM FOR ORGANIZATION

- Consistency in performing works
- It becomes easy for recruitment, selection. And assessment.
- Administration of employees becomes easy
- It reduces cost
- It reduces time etc

Table which shows the opinion of IT employees towards e-HRM

Employees Attitude Regarding	Highly Satisfied	Satisfied	Unsatisfied
The e-HRM process has been effective in providing clear role definition.	72%	25%	3%
e-HRM Faster Recruitment Process	71%	18%	11%
Improve admin efficiency and productivity	54%	27%	19%
Highly secured about the database	77%	13%	10%
Easier communication among departments	69%	17%	14%
Saves time	71%	11%	18%
User friendly	70%	10%	20%
Higher speed of retrieval and processing of data	85%	14%	1%
Web based HRM application	77%	23%	0%
Improve the client service	80%	18%	2%



FINDINGS AND CONCLUSION

- It is found that maximum population showed their attitude towards e-HRM.
- 3% of the employees were unsatisfied from the e-HRM process has been effective in providing clear role definition.
- 71% satisfied in implementation of e-HRM
- 77% of employees felt satisfied about e-HRM as highly secured about database
- Only 1% employees felt e-HRM as Higher speed of retrieval and processing of data.

The e-HRM technology supports the HR function through web technology based channels. According to Lepak and Snell (1998) these are described respectively as Operational, Relational and Transformational it is concluded that E-HRM helps the organization to reduce administrative work and also helpful for cost reduction programme it helps HR department to get a profile of the employees and current news of the organization.

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