HUMAN RESOURCE MANAGEMENT II

CHAPTER 18: E-HUMAN RESOURCE MANAGEMENT

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INTRODUCTION

- Information is recognized as an important source

- A wide variety of information needs of a business

- Electronic Data Interchange (EDI) facilitated the speedy, secured and accurate transfer of documents across the globe

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E-Business

- E-business is about using the convenience, availabilty and world-wide reach to enhance existing business or creating new virtual business
- E-business combines the traditional information system with the vast reach of the web and connect critical business systems directly to critical business constituencies via internets, extranets and the World Wide Web.
- E-business within the organization uses the intranet
- Business-to-business (B2B) dealings take place over the extranet

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Neural Networks

- Neural networks change the way people do their jobs

- It combine computer software and chips that are capable of mimicking brain functions

- These brain networks are currently regarded as one of the most important forms of emerging information technology and they have an impact on the way work is done

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ASPECTS OF E-HRM

Electronic aspect is embodied an all the areas of HRM where there is transmission of information from one employee to another employee and from one client to the another both internally and in the processed is highly essentials in most of the functions and activities of HRM

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E-Job Design and Job Analysis

- Most of the organizations today tending towards "dejobbing" environment and introduced alternative work-schedules, flexi work based banding, employee empowerment, multiskilling etc.

- HR Manager's job under this environment is identifying the skill requirements of the company, identifying the employee skills and matching these two.

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E-Human Resource Planning

- Based on the data and information, computer programmes are developed and used extensively for the purpose of planning human resource requirements

- These programmes indicate the number of employees required at each level for each category of the jobs based on sales and production forecasts

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- The extranet which connects the intranets of different organizations identifies the suitable people from other organizations for the purpose of outsourcing and also to draw them where and when contingency situations arise

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E-Recruitment

- Through this electronic process the job seekers and the prospective employers reach each other depending upon requirements

- Organizations advertise the job vacancies through the World Wide Web (WWW) or send the information directly to the most competent people through e-mail.

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ADVANTAGES OF E-RECRUITMENT

• A click on the mouse presents 240,000 job sites to the candidate

• It reduces the cost by 95% of the traditional recruitment

• It reduces the time from normal 43 days of traditional recruitment to just a few days

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E-Selection

It has become popular with the conduct of various tests through on-line, contacting the candidates through e-mail and conducting the preliminary interviews and final interview through audio-conferencing and video-conferencing

- Also the the employers get the reference letters/opinions from the referees through e-mail

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E-Performance Management

- To measure employee performance, several software packages are developed

- Organizations use computer networks, sophisticated telephone systems and video equipment to monitor and record the employee work activities

- Advantages of e-performance management are:

  - Managers can manage more number of employees with less effort

  - Appraising performance can be done in less time

  - Employees can also know the areas/categories appraisal ratings of appraisal etc.

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E-Training and Development

- Companies started providing on-line training and on-line executive development.

- Employees learn various skills by staying at the place of their work

- Participants complete course work from wherever they have access to computer and internet

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■ E-learning via intranet (internet) is now a global phenomenon and is central to training and development to many companies

■ E-learning represents the total category of technology-based learning while on-line learning is synonymous with web based learning

■ E-learning is enabled by the delivery of content via all electronic media including the internet, intranets, extranets, satellite broadcast, audio/video tape, interactive TV and CD-ROM

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E-Compensation Management

Almost all the organizations started using computers for salary fixation, salary payment, salary calculations, fixation and calculation of various allowances, fixation and calculation of various employee benefits, welfare measures and fringe benefits

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E-HR Records

- Human resource records are created, maintained and updated with the help of computers easily and at a fast rate

- Human resource records, either partially and fully, can be shifted or transferred from the branch/regional office to head office or from one department to another department through intranet/internet.

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E-HR Information

- Human Resource information is generated, maintained, processed and transmitted to the appropriate places or clients with the help of a software with high speed and accuracy

- This function of HRM is done completely, more accurately and perfectly with the help of computers, internet and intranet

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E-HR Audit

- Standard human resource practices or the desired human resources practices are fed into the computer

- The software automatically completes the human audit and produces the audit report

- If there are any comments, the human resource manager modify the report by deleting or adding