E-Hrm Attributes Nd Internal Stakeholders Satisfaction

1N.Nivetha, 2Dr. C. Leela Devi, 3T.Saranya
1Assistant Professor in Commerce, Government Arts and Science College, Valparai
2Assistant Professor, Department of Commerce, Government Arts and Science College, Kangeyam
3II M.Com Government Arts and Science College, Valparai

Abstract: In the present times business have a lot of stakeholders, but the internal stakeholder that is the employees are the most important stakeholder as they are the deciding factor and determine the direction and level of success business attains, especially in a knowledge economy where services are high in demand. A higher satisfaction level of an employee does not guarantee high-level performance but is desirable for organization to remain competitive in business some organizations have proactively with the rapid development of e-commerce and significant rise of the virtual networked organizations have compiled HR professionals to sail in the digital world and offer services on an electronic platform resulting in the emergence of the electronic human resource management (E-HRM) is an integration of information and communication technology and HR mechanisms, content and process to provide service to stakeholders to measure the present level of E-HRM attributes and also examine a defense based on employees demographic variables and increase internal stakeholders satisfaction was questionnaires formulated and response sought from operatives, supervisors and managers of selected Indian organizations. Regression analysis were used and respectively as a statistical tool of measurement in the present study.

I. Introduction

Workforce the most important asset of any organization becomes a liability if the employees provided prerequisite attributes of satisfaction that align with the corporate goals. According to an organization Ghosh (2002) in an organization the most valuable input is the human element, the success failure of greatest asset depends to a large extent on the persons who manage and run the organization.

Empowerment of employees in availing HR services is one of substantial breakthrough HRM to navigate it higher levels HR services offered in an organization must be easy to use and simultaneously should be useful to use HR service delivery should facilitate role clarity internal communication and most transparency in the HR service delivery.

II. Literature Review

The technology model which was developed by Davis (1989) and is an information systems theory model how user come to accept and use a technology the model suggest that when users are presented with a new technology a number of factors influence their decision about how and when they will use it.

According to Mattman (2006) it is expected that when an end-user understand the e-HRM goals and the intended effects of the e-HRM technology it will positively affect the use of e-HRM technology which is expected to lead to the intended use of the technology Venkatesh, Morris, Davis in their study mentioned that usefulness is more strongly linked to behavior intentions of users and the actual system use than ease of use.

As per Rule Bomdorouk and Loosie (2004) the goals that drive parties stakeholders and individual in organization will set a framework for the real e-HRM application an approaches to be implemented in 2005 in his study implementation of HR employee portal in Italian subsidiary of Hewlett Packard demonstrated that usage of HRIS increased when ID user acceptance principals were integrated change management principals.

According to Kebler and Rhodes 2002 to improved service level for clients of the HR department is important to focus on the experience of the clients requiring services of the HR department Gupta 2008 started that the leading solution for e-HRM IS system manager, HR manager, time manager, payroll manager and report manager.

Lepack and Snell 1998 started that HR department are forced to look alternative paths for the delivery of HR activities to meet the increasing demand of flexibility and maintain their role as service provider to managers and employees.

III. Objectives Of The Study

To assess the present level of e-HRM attributes in context of internal stakeholders scarification
To analyze the different in level of e-HRM attributes based on employees demographic variables
To assess the impact of e-HRM attributes in Indian organization in terms of increase in internal stakeholders satisfaction.
IV. Prospects Of E-Hrm

The future of e-HRM is a revolution and a step ahead where the journey is towards zone of paperless office, where high speed is ensured in terms of higher speed is ensured for recovery and evaluation of data, augmented reach out to available Human Resource data and relieve in classifying and reclassifying data, gathering of information as the criterion for improving the strategic course of Human Resource Management, more reliable and higher correctness of information/report generated, fast response to answer queries, a higher internal profile for Human Resource leading to better work culture, establishing of streamlined, standardized and systematic procedures, more transparency in the system, cost savings achievable through process improvements and due to reduction in duplication of efforts, significant reduction of organizational burden, flexibility to any client and assists management, productivity and employee satisfaction etc. Electronic-Human Resource Management encompasses through each and every task of Human Resource - Resource Management, Performance Management, Training and Development, remuneration and Reward Management.

V. Conclusion

The results show that the present level of e-HRM attributes the above the test value hence it becomes evident that all characteristics or attributes of e-HRM the electronic form of HRM are present in the sample Indian organization for the demographic variable gender is no significant difference in e-HRM attributes but in case of demographic variable qualification there is a significant different in the attribute “easy to use” for the demographic variable position there is a significant different in the level of attributes easy to use easy to access and empowerment for the demographic variable functional area there is a significant different in the attribute communication for the demographic variable age there is a significant different in attributes role of clarity.

After only five attributes or independent variable fit in the regression model and show a significant cause and effect relationship “easy to use” “usefully to use” “easy to access” “improves transparency” and “internal communication” out of ten attributes five have a significant internal stakeholders satisfaction levels the independent variable which has been omitted in the model may be due to some lacunae in delivery which has to verified and accordingly corrected organization should take periodic review and feedback from the end user and incorporate their suggestions in the system.