

## **E-Hrm Attributes Nd Internal Stakeholders Satisfaction**

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**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 detyermind a higher satisfaction level of an employee does not gurantee high level performance but is desirable for organization to remain competitive in business some organizations haveproactively and few wwith the rapit development of ne-commerce and significant rise of the virtual networked organizations have complled HR professionals to sail in the digital world and offer services on a electronic platform resulting in the emergence of the electronic human resource management E-HRM is an integration of information abnd communication technology and HRmechanisam, content and process to provide service to stakeholders to measure thbe present level of e-hrm attributes and alsio examine a defence based on employes demographic variables and increase internal stakeholders sataisfication was questionaries foprmlated and response sought form operatives, supervisors and managers of selected Indian organization regression analysis were used and respectively asa statistical tool of measuremernt in the present study.*

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### **I. Introduction**

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

Empowerment of employees in availing HRservices is one of substantial breajkthrough HRMto navigate it higher levels HRservices offered in an organization must be easy to use and simultaneously should be useful to uyse HRservice 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 hoe user come to accep[t and use ba technology the mkodel suggest that when users are presented with a new technology a number of factor influence their decision about how nd when they will use it.

According to mattman (2006) it is expected that when an end-user understand the e-HRMgoals and the bintended effects of the e-HRMtechnology t will possaitively affect the use ofd e-HRMtechnology which is expected to lead to the intende use of the technology venkatesh, morris, davis in their study mentioned that usefulness is more strongly linked to behaviour intentions of uysers and the actual system use than ease of use.

As per rule bomdarouk 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 ruta 2005 in his stduy implementation of HR employee portal in ilalian subsidiary of Hewlett –packard demonstrated that usage of HRIS increased when ID user acceptance principales where interegerated change management principals

According to keebler and Rhodes 2002 to improved service level for clients of the HR department is important to focus on the experience of the clients requiring sevices 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 oh 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 attributed 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 diffrents in e- HRM attributes but in case of demographic variable qualification ther 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 tack periodic review and feedback from the end user and incorporate their suggestions in the system.