

Impact of Electronic Human Resource Management on Employee Job Performance in Multinational Entities in Colombo District, Sri Lanka

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Competition in the business environment is becoming rigorous over the years. As a result, concern over gaining and retention of the competitive position within the market place become the major concern by the organizations. In order to achieve this objective, employee performance is vital for any organization and ultimately it will generate core competencies within the organization which are hard to imitate by the rival in short term. This study primarily intends to study the effect of electronic human resource management on employee job performance in special reference with Multi National Entities in Colombo District, Sri Lanka. The research is carried out as an exploratory cross sectional study and self-completion questionnaire is administrated to gather relevant data from the participants. Size of the sample is 152 and the simple random sampling method was employed to create the sample from the population. Factor analysis, frequency distribution analysis, correlation analysis and regression analysis were employed to achieve the objectives of the study. Through this study it was found that, electronic human resource management plays a vital role to influence the job performance of the employees in multinational entities. Moreover, it was found that there is a positive relationship between the electronic human resource management with employee job performance. As a conclusion, in order to be competitive within the market place and to achieve organizational productivity it is recommended that organization must have a sound electronic human resource management practices and also it will permit to attract best breed towards the particular employer.

Keywords: *Electronic Human Resource Management, Job Performance, Multi National Entities*

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