Article

The Influence of E-HRM on Modernizing the Role of HRM Context

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Abstract: Human Resource Management (HRM) practitioners must play multiple roles to achieve both functional and organizational objectives. In the current business environment, Electronic Human Resource Management (E-HRM) is a pervasive application of Information Technology (IT), and its global adoption is now widespread. This study's primary objective is to determine the effect of E-HRM implementation in Sri Lanka on the evolving HRM function. The study employed a qualitative methodology. On the basis of prior research, a study framework was formulated. After collecting the findings, the researcher analyzed the data using the study framework. To answer the research question and attain the research objectives, the researcher compared the theory to the findings during the analysis. The researcher determined that HRM was unfamiliar with E-HRM applications but was utilizing E-HR tools in their daily operations. According to the study, HRM places a greater emphasis on administrative tasks. The greatest benefit of implementing E-HRM practice is that it liberates HRM from intermediary roles, allowing them to focus on strategic planning in HR organizations and transforming HR practitioners from administrative paper handlers to strategic planners.

Keywords: electronic HRM (E-HRM); HR practitioners; administrative expert; strategic partner

1. Background of the Study

Individuals are what make an organization function. As a result, it is necessary to recruit, hire, and retain potential employees (Laumer et al. 2010). Human Resource Management (HRM) departments manage all personnel-related issues affecting an organization's workforce, including employee performance, training, recruitment, staffing, and payments (Stolt 2010). Stolt (2010) defines HRM as a method for strategically managing the organization's most valuable asset, the individual who contributes to the business's success individually or collectively. HRM has historically been critical to an organization's performance improvement. According to Opatha (1995), HRM is the efficient and effective use of HRs to accomplish an organization's goals. There is a strong correlation between organizational effectiveness and HRM.

The evolution of technology over the past few decades has resulted in creative commercial developments. In addition, technology has altered how HR practitioners communicate, work, and manage employees. It has two direct effects on businesses: (1) an increase in efficiency, effectiveness, and productivity, and (2) a shift in the way people create, organize, manage, and operate a business (Zhang and Wang 2006). These significant technological developments and modernizations, together with the expansion of the internet and other specialized equipment, have compelled organizations to maximize their potential for performing and enhancing the performance and efficiency of their HRM departments. Consequently, Human Resource (HR) practitioners must adapt to the growing competition, changing employee attitudes, and rapid advancements in HR technology.