

E-HRM: CONCEPTUAL IMPLICATIONS

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ABSTRACT

HRM Technology can improve management of HRM and also contribute to the organizations competitive advantage the benefits of technology usage outshines the benefits of engaging in traditional. Technology has increased and access made readily available of HRM informational improved communication, improved the speed and which HRM transactions and information's are gathered and reduced cost making it easier to administer HRM functions. This article reviews current empirical work on electronic Human Resource Management (e-HRM) and discusses some implications for future research. Based on a definition and an initial framework the review analyzes the used theories, the employed empirical methods, the chosen levels of analysis, the examined topics, and the revealed findings. The review reveals an initial body of work from several disciplines that is mainly non-theoretical, employs diverse empirical methods, and refers to several levels of analysis and to diverse focal topics of e-HRMM. Based on the review some initial theoretical, methodical, and topical implications are discussed in order to support a future research program in e-HRMM.

KEYWORDS: Electronic HRM, e-HRM, Virtual HRM, Web-Based HRM, Internet, Human Resource Information System