

A STUDY ON E-HRM PRACTICES IN DATAYAAN SOLUTION PVT LTD.

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

SRIMITHRA.M

Register No.41410309



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

MAY 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SRIMITHRA.M 41410309** who carried out the project entitled "**A Study on E-HRM Practices in Datayaan Solution Pvt Ltd.**" under my supervision from January 2023 to March 2023.

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DECLARATION

I **SRIMITHRA.M (41410309)** hereby declare that the Project Report entitled “**A Study on E-HRM Practices in Datayaan Solution Pvt Ltd.**” done by me under the guidance of **DR. HAMEEM KHAN P** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE: 06.05.2023

PLACE: chennai

Srimithra

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I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.HAMEEM KHAN.P** for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

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SRIMITHRA.M

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**CONSENT & COMPLETION LETTER IN COMPANY LETTER HEAD (If
you have done your project in a company)**



Date : 25-01-2022

TO WHOMSOEVER IT MAY CONCERN

To,
The Head of the Department,
MBA, Sathyabama Institute of Science and Technology,
Chennai - 600119.

Sir/Madam,

Sub: Internship completion Letter

This is to certify that **Ms. SRIMITHRA M** [Reg No: **41410309**] doing his Final year MBA in Sathyabama Institute of Science and Technology, on behalf of **DATAYAAN SOLUTIONS PVT LTD**, that your proposal for project work at management sector for the period of 19/01/2023 to 13/03/2023 has successfully accepted for the project development.

TITLE NAME : E HUMAN RESOURCE MANAGEMENT E HRM PRACTICES IN DSPL



For **DS PVT LTD**,

Authorized Signature

[Mrs. Vanitha MF]

Agaram, SDF-1, MEPZ SEZ, Tambaram, Chennai, Tamil Nadu 600045

ABSTRACT

The information technology has been developed and advanced over a time. Therefore, several organizations are endeavour towards development and demonstrate their visions in effective manner. Due to rapid growth of electronic management revolution, it has become a necessary to create efficient and effective relationship with human resource management. The human resource management department is considered as the most significant functions in all types of organizations as it considered greatly with intellectual skills. More companies have been replacing face to face human resource administration exercises with electronic human resource administration, E-hrm for short. E-hrm encourages the hr capacity to make alert and operational abilities and contributes incredibly on hrm adequacy. This article explains on E-hrm in subtle element on the accompanying viewpoints: introduction of E-hrm, this article explains the cost benefit for the companies by implementing E-hrm practice and as well as to candidates to search job from remote area. This article clearly explains the role of E-hrm practice to improve quality of work life in a it companies.

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CHAPTER 1- INTRODUCTION

1.1 INTRODUCTION

E-HRM, an effective IT application was introduced in to IT and ITES industries in the mid of 1990s, which was embedded with probable collaborations of system and its part, which generates worth inside and outside of any organization for the end users i.e., employers and employees.

Without a doubt, labour is an essential component of every commercial activity. It is the physical capital that is used in conjunction with currency and machinery to achieve predetermined hierarchical goals. However, a modest effort of people, money, and other assets cannot ensure recognition and authority aims. These assets should be sent, adjusted, coordinated, and checked on a regular basis. Individuals were hired as workers or representatives to cover some constricted needs during the early stages of commercial activity, rather than on the basis of their credentials. Prior to it, the performance of individuals was exclusively concerned with working in the best interests of the firm owners. However, modern and dynamic business conditions caused a visible shift in an organization's devotion. Their efforts are contracted and constructed in order to assist clients, investors, employees, and networks. The representatives' increasing duty is what made them assets. The final objective of directing and controlling these assets to the intended targets is dependent on the methods of human resource management. The term "E-HRM" first appeared in the early 1990s. It administers HRM activities over the internet or intranet. E-HRM is a broad term that encompasses the integration of human resource management (HRM) and information technology (IT), with a primary focus on providing incentives to organisation representatives and directors. It is an effective effort in which online innovation is used to actualize human resource initiatives. The concept for use in e-HRM manages the surroundings of methods as well as in its broader meaning. It denotes how well a given approach may work with a specific end goal to gain greater advantages. In this sense, E-HRM is both a philosophy and a technique of HRM.

Human resource management is the systematic and consistent method to managing an organization's most valuable assets. As a description of the processes involved in managing people in organisations, the phrases human resource management and have essentially supplanted the term personnel management. It employs people by developing their skills, using, retaining, and rewarding their services in accordance with work and organisational requirements.

According to Hensi Margaretta (2008), with the rising number of internet users nowadays, more individuals are attempting to establish their businesses using the internet. According to (Arti Bakshi), information technology has played a vital part in HRM practises. E-HRM is the application of technology for human resource practises that allows for easier interactions between employees and companies. It holds data such as the company's payroll, personnel statistics, training, and recruiting. Despite being an early user of computer technology, the human resource (HR) function has spent the last decade catching up to other corporate departments in terms of integrating information technology (IT) into their operations (Hendrickson; 2003). Organisations gained experience utilising it for human resource management (HRM) throughout the 1990s. However, like with other company activities, its shops gradually supplied more and more novel solutions for HRM challenges. It has become a key instrument for supporting the activities of the HR function, just as it has for other business units, and the HR function is now closing the gap in terms of applying new IT capabilities to conventional functions. It is necessary to understand what is meant by HR function in order to describe how some of the new innovative solutions work for supporting the HR function.

ELECTRONIC HUMAN RESOURCE MANAGEMENT IN INDIA

In India with the help of information technology through globalization, liberalization, and privatization, IT organizations have been focusing more on being technologically advanced in all the aspects. The changing environment of employee expectation, change in the work environment as well as fight to be on the top, all these driving forces lead to the implementation of e-HRM. Mostly all the IT companies whether

private or public using e-HRM. They are using several IT practices for performing their HR functions. With the liberalization of foreign policies, foreign regulations of IT companies are easily investing in India. Many organizations have their head office or branches in other countries. There are several e-HRM practices that the organization in India is using such as e-recruitment, which is the online calling of prospective candidates to apply for the job and search for employment opportunities. Some other practices are e-tracking, e-learning, e-performance appraisal, e-grievance, etc. Several studies done by the researchers in the past on the field of e-HRM practices agreed that e-HRM is a reliable and easy to use tool which reduces HR cost, and another administrative workload. This process may be vital for any industry. It is the application of information provided technology where the make use of online based technologies to provide HRM services within employing IT companies and other organizations. It embraces e-recruitment and e-learning, the first fields of human resources management to make extensive use of ICT systems and web-based technology.

TYPES OF E-HRM

There are three types of transforming process consist of EHRM. This is first one is Operational e-HRM, second is Relational e-HRM, and third is Transformational e-HRM. Operational e-HRM is concerned with the functions of HR such as payroll, employee personal data, etc. Relational E-HRM is apprehensive with the help of business processes like. Selection process, training techniques, arrangement of recruitment etc. Transformational e-HRM is the HR plan and its activities such as knowledge management, strategic long-term orientation. Through e-HRM, the main activities that could be performing online are Recruitment, Selection, Performance, Compensation management, and Training.

E-HRM ACTIVITIES

E-Recruitment: The Company advertises job vacancies through the World Wide Web (WWW) or sends the information directly to the most competent people through e-mail. The job requirement persons or graduate or employees send their applications through e-mail using the internet. Monster.com, Naukri.com, Timesjob.com are some of the well renowned online recruitment websites.

E-Selection: It is the most popular tests of online, email, conducting the preliminary interviews and final interview through audio-conferencing and video-conferencing. Further, the employers get the reference letters or opinions from the referees through e-mail.

E-Performance Management: Several software packages are developed to measures and offer suggestions for improvement of employee performance.

E-Learning: E-Learning mentions to the use of the internet or an organizational intranet to conduct an online training process. It is a set of applications and processes, such as web-based learning, computer-based learning, virtual classroom, and digital collaboration.

E-Compensation Management: It means using a computer system for salary-related fixations, payment, calculations of various dearness allowances, employee benefits, welfare measures, and fringe benefits, etc.

Key features of HR software's

- Application Tracking(TA)
- Benefits Administration
- Scheduling and Shift planning
- Performance Management
- Online Learning
- E-learning Authoring
- Integration
- Mobility and Security

1.2 INDUSTRY PROFILE

Information technology (IT) industry in India has played a key role in putting India on the global map. IT industry in India has been one of the most significant growth contributors for the Indian economy. The industry has played a significant role in transforming India's image from a slow-moving bureaucratic economy to a land of innovative entrepreneurs and a global player in providing world class technology solutions and business services. The industry has helped India transform from a rural and agriculture-based economy to a knowledge based economy.

Information Technology has made possible information access at gigabit speeds. It has made tremendous impact on the lives of millions of people who are poor, marginalized and living in rural and far flung topographies. Internet has made revolutionary changes with possibilities of e-government measures like e-health, e-education, e-agriculture, etc. Today, whether its filing Income Tax returns or applying for passports online or railway e-ticketing, it just need few clicks of the mouse. India's IT potential is on a steady march towards global competitiveness, improving defense capabilities and meeting up energy and environmental challenges amongst others.

Indian IT revenues:

The IT and BPM industry's revenue is estimated at US\$194 billion in FY 2021, an increase of 2.3% YoY. The domestic revenue of the IT industry is estimated at US\$45 billion and export revenue is estimated at US\$150 billion in FY 2021. The IT industry employed almost 2.8 million employees in FY 2021. The IT-BPM sector overall employs 4.5 million people as of March 2021.

In 2022, companies within the sector faced significant employee attrition and intense competition in hirings. Indian IT revenues grow fastest in a decade to \$227 billion in COVID-19 pandemic -hit FY22. The IT-BPM sector overall employs 5 million people as of March 2022. NASSCOM in its Strategic Review predicted that the IT industry can achieve the ambitious target of being a US\$ 350 billion by FY26 growing at a rate of 11-14 per cent.

1.3COMPANY PROFILE

Datayaan Solutions Private Limited is a Private incorporated on 27 September 2016. It is classified as Non-govt company and is registered at Registrar of Companies, Chennai. Its authorized share capital is Rs. 2,500,000 and its paid up capital is Rs. 1,550,000. It is involved in Business activities n.e.c. Datayaan Solutions Private Limited's Annual General Meeting (AGM) was last held on 06 August 2021 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2021. Directors of Datayaan Solutions Private Limited are Velappan Ayyappan, Ponnusamy Navarathinamani. Datayaan Solutions Private Limited's Corporate Identification Number is (CIN) U74999TN2016PTC112700 and its registration number is 112700. Its Email address is contact@datayaan.com and its registered address is NO.7 4TH STREET, KANNAN AVENUE, OLD PERUNGALATHUR, CHENNAI Chennai TN 600063 IN.

Company Details

CIN U74999TN2016PTC112700

Company Name	DATAYAAN SOLUTIONS PRIVATE LIMITED
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Company Status	Active
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RoC	RoC-Chennai
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Registration Number	112700
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Company Category	Company limited by Shares
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Company Sub Category	Non-govt company
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Class of Company	Private
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Date of Incorporation	27 September 2016
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Age of Company	6 years, 4 month, 3 days
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Activity	Business activities n.e.c.
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1.4 OBJECTIVES OF THE STUDY

1. To analyze the E-HRM practices in IT companies.
2. To measure the impact of E-HRM practices on employees performance.
3. To suggest measures for the improvement of E-HRM practices in IT companies.

1.5 NEED OF THE STUDY

Earlier days the companies have an increasing number of delivered internet-based applications for HRM determinations, often branded as e-HRM. Then at the cease of the Nineties, theoretical research into the use of e-HRM in executing human useful resource control techniques has taken off international. E-HRM is a relatively new area of research, it's far difficult, revolutionary, and has a very huge scope of research in particular as their whole dearth of experimental research. This has a look at has very sizeable declare for commercial enterprise companies. The have a look at will study fluctuations inside the process of HR specialists the results of e-HRM on an organizational life of the worker.

1.6SCOPE OF THE STUDY

In recent past, technology advancement witnessed in all sectors. Human resource management has no exception, it has adopted the technology very well. Many functions of HR, such as recruitment, selection, payroll, transfer etc. are being done using technology and internet. The proposed study will explore. The impact of technology on Functions of Human resources management in IT companies.

CHAPTER 2 – REVIEW OF LITERATURE

Priyo Hadi Susananto, Muhtosim Arief, Bahtiar Usman, Tiarapuspa Tiarapuspa (2023) This paper provides a perspective on the concept of employee performance based on e-HRM in the coal mining service industry in Indonesia. The research methodology uses documentary analysis of empirical studies and examines the perceptions of managers working in the HRM field. e-HRM is human resources management that is supported by digital technology, while employee performance in this case is the performance of employees who work in coal mining companies. This study aims to identify e-HRM practices to improve employee performance in terms of green employee behavior in the workplace. The results show that employee performance is closely related to e-HRM, green employee motivation, and person-job fit. This empirical study and interview of respondents are very necessary for companies that are trying to carry out digital transformation in the HRM field to build production performance and employee awareness of the conditions of the work environment.

Yahia Talal Al Qaisi ,Mohd Saiful Saadon(2022) This study aims at exploring the mediating influence of Top Management Support on EHRM, and Talent Management in Jordanian private universities. This study also employed questionnaires to gather data from the employees of the private universities. This study's findings revealed that Top Management Support significantly increase the Talent Management of a private universities in Jordan. Besides, the result indicated that Top Management Support has partial mediation influence on the EHRM, and Talent Management in Jordanian private universities. Therefore, this study indicated that the management of these universities must effectively plan and execute talent management programmers in order to enhance the performance of private universities (with great focus on talent attraction techniques, talent development techniques, talent selection techniques and talent retention techniques) that are precisely targeted to the exact needs of private universities The study contributes to the literature by addressing the empirical gaps indicated by several prior empirical studies and then provides a theoretical framework for the relationship between EHRM, support for top

management and talent management in the Jordanian context of private institutions in the higher education sector.

Shrivastava, Gitanjali, Kataria, Neeraj, Chabani, Zakaria, Tongkachok, Korakod, Salameh, Anas A (2022) The innovative e-HRM practices shall help companies to attract the best talent and to retain them as well (Ghazzawi & Accoumeah, 2014). Thus, the aim of this study is to understand the role played by e-HRM in businesses to yield positive results. In the present study the data were collected from 197 organizations from various sectors. The analysis was carried out with the help of multiple regression and the study concludes that there is a significant impact of E-HRM Practices on Business Effectiveness in the Digital Era.

AlHamad, A, Alshurideh, M, Alomari, K, Al Kurdi, B, Alzoubi, H M, Hamouche, S and Al-Hawary, S (2022) This study aimed at examining the impact of E-HRM on organizational health. It focused on telecommunications companies operating in Jordan. Data were primarily gathered through self-reported questionnaires created in Google Forms and distributed to a purposive sample of senior managers via email. AMOSv24 was used to test the study hypotheses. The results of the study show that EHRM has a positive impact on organizational health. Based on the obtained results, the researchers recommend managers and decision-makers of the telecommunications companies in Jordan to invest in electronic human resources systems, which can help them fully implement human resources practices electronically, to obtain economic savings and to be able to attract talents. The study also highlights the importance of focusing more on the electronic training and development process in order to raise individuals' practical capabilities, which is reflected in their creativity.

Mohammad milon, Md, Ashraful Alam, Mahmudul Hasan plas (2022) E-HRM is relatively a new term in Bangladesh which is called the internet-technology-supported human resource management used today in various private industries through the power of web-based technology. It has brought a great change in the way of traditional HRM functions. The aim of this paper was to identify the key practices of

e-HRM instead of traditional HRM practices in the private industry of Bangladesh for making our current HRM practices more need-based, effective and practical oriented. Based on the study, it was recommended that, our private industry should continue to practice e-communication, e-personal profile, e-training, e-application tracking, e-recruitment in place of the conventional HRM practices.

Yaser M. Al-Harazneh , and Ismail Sila(2021) This study investigated the impact of electronic human resource management (e-HRM) implementation on the effectiveness of HRM system. The framework of this study was guided by three theories: unified theory of acceptance and use of technology, the social exchange theory, and the leader-member exchange theory. Covariance-based structural equation modelling was used to test the proposed model and hypotheses. The sample consisted of 282 responses from the employees of two telecommunications companies in Jordan. The research findings suggested that performance expectancy had a significant positive effect on behavioural intention to use an e-HRM system, whereas effort expectancy did not. Facilitating conditions had a positive significant impact on e-HRM system usage. Top management support and the HRM role of line managers positively affected behavioural intention to use e-HRM and actual usage of e-HRM, whereas the effect of HR professionals on e-HRM usage was negative. Finally, the actual usage of e-HRM had a significant impact on HRM system effectiveness.

Rahman and Hosain (2021) aimed to ascertain the relationship between organizational sustainability and e-HRM practices. Both primary and secondary data was used for the study. Data was collected from 387 respondents using structured questionnaire. The data was analysed using correlation and regression analysis applied through SPSS. It was found that there was significant and positive correlation between organizational sustainability and eHRM practices.

Hamsinah Hamsinah (2022), The success of an organization cannot be separated from the improvement of human resources. This study aims to analyze the effect of the electronic human resource management (E-HRM) variable on the Bank's Employee Performance, analyze the Bank's career planning process on the Bank's employee performance. The research was conducted using a quantitative approach through a survey. The population of this study were all employees, while the number of samples in this study were 300 people using simple random sampling. Testing the hypothesis in this study using SEM (Structural Equation Modeling) with the PLS program. The research data was obtained through the distribution of online questionnaires. The results of this study indicate that there is a direct influence between electronic human resource management (E-HRM) on the performance of bank employees, there is a direct influence between career planning on employee performance. Based on the research results, it is hoped that all bank management will make clear career plans for their employees so that they are more enthusiastic in working and will lead to job satisfaction which will ultimately improve their performance and implement Electronic Human Resource Management (E-HRM) to improve employee.

Dr. Rupa Rathee, Ms. Renu Bhuntel (2021), There has been dramatic change in human resource management due to the advent of webbased applications and technologies. With the automation of basic HR functions through the implementation of e-HRM systems, the HR of an organizations appears to be a portal rather than a person. In India also companies are making using of e-HRM especially in the IT industry. Therefore, the present study was conducted to discuss the various innovative e-HRM practices used in IT organizations. The e-HRM practices include e-recruitment, e-training, e-learning, e-selection, e-performance management and e-compensation. Literature review was done in both the Indian context as well as foreign context. Data was collected from secondary sources which included websites of IT organizations (TCS, Infosys, HCL, Tech Mahindra and Wipro) in India. There are various e-HRM applications being used by each of these organizations for conducting their HR activities like Ultimatix by TCS, Sparsh by Infosys, Twingo by Tech Mahindra, My HCL by HCL and People Soft by Wipro.

Rawashdeh, Barween Kurdi, Muhammad Alshurideh (2021), This paper seeks to investigate the impact of Electronic Human Resource Management (e-HRM) practices on attaining Sustainable Competitive Advantage (SCA) in the context of the Jordanian Industrial Sector (JIS) and identify the mediating role of e-HRM Perceived Usefulness (PU) and e-HRM Perceived Ease of Use (PEOU). Furthermore, it investigates the moderating role of User Satisfaction and e-HRM Continuance Usage Intention. To achieve the paper objectives, a Mediated-Moderation Model was designed. The researchers distributed (750) questionnaires, (615) questionnaires were returned and validated for analysis in HRM and development divisions and based on a Census method with the response rate was about (82%). The 'Structural Equation Modeling' (SEM) methodology was used, and for analysis, SPSS and Amos were applied. The results indicated that e-HRM practices had significant influence on SCA. The paper also demonstrated that there was a significant mediate effect of TAM constructs on the relationship between e-HRM practices and SCA. Finally, the findings indicated that the user satisfaction and e-HRM continuance usage intention did not moderate the relationship between e-HRM-PEOU and PU and SCA path.

Md. Sadiqur Rahman and Md. Sajjad Hosain 2021, The study aims to ascertain the relationships between five E-HRM practices (independent variables): e-recruitment & selection, electronic & virtual training, e-performance management, ecompensation & benefit, HRIS & e-communication and the single dependent variable: organizational sustainability (OS) measured through profit and market growth. The authors expect this study to be proven useful for the academicians in further investigating the associations between the elements of E-HRM and sustainability. It is also anticipated that the outcomes will aid the decision-makers in reducing operational costs and increase profit by adopting environment-friendly policies to gain sustainable development. Furthermore, it might be also helpful for the HR practitioners having the intention of exploring new windows of this recent issue from a developing country perspective.

Jihad Fraij (2021) The study found that COVID-19 significantly reduced the number of employee recruitment activities. To protect employees from contact with the

disease prior to the outbreak, employee training programs have been cancelled. Only some organizations were able to use online training, which would be the best alternative, because of a lack of facilities. The participants were asked if e-learning would work as well as face-to-face training methods. Performance management has become more challenging. In the study, the staff was not able to achieve initial targets because of disease-related disruption. The monitoring of employee performance for organizations that chose to work from home has been difficult, and practice raised concerns about work-life balance problems. Concerning COVID-19, some of its financial obligations had not been carried out by organizations. In the study, e-HRM has been recommended to minimize physical interactions between individuals, as well as to engage employees in crisis-management strategies.

Vida Škudienė, Gintare Vezeliene, and Olga Stangej(2020) A rather new phenomenon, known as electronic human resource management (e-HRM) has evolved to support and network the human actors in the delivery of human resource management functions, tasks and performance. Managing a large number of employees in multinational organizations has become much easier and more efficient through the adoption of technology. The chapter is based on empirical research of multinational companies that embrace a culturally diverse context. In practical terms, this subject is of great importance to multinational companies, since the adoption of the latest technology tools for HRM transformation may lead not only to benefits but, if not properly employed, can raise some potential pitfalls, such as depersonalization of HRM.

Girisha M. C., Dr. K. Nagendrababu (2020) Since the term e-HR first came into force in the 1990s when e-commerce started dominating the business world. Recent technological developments have made “business at the speed of a thought” and a “paperless office” every activity based on real time with real information. e-HR refers conducting human resource transaction using the internet technology at the inception of e-HRM. This study also provides concrete insight about how human resource management developing their function with new technical wave called E-HRM and also study of frame work, role and consequences of EHRM process in organizations.

URLINA, N. ,SITUMORANG, Jubair ,AKOB, Muhammad ,QUILIM, Cici Aryansi ,ARFAH, Aryati (2020) This study aims to analyze the relationship of e-HRM implementation to employee performance both directly and indirectly through the intervening of the Human Resource service Quality variable, both practically and theoretically. This study uses variance-based structural equation modeling (SEM) techniques with partial least square (PLS) statistical testing tools to test the direct relationship of e-HRM and the performance and relationship moderated by Human Resources. This study explores four hypotheses in a comprehensive fashion; the results of this study show that all hypotheses have positive and significant effects both through direct and intervening relationships. Among the three direct relationships, the relationship of e-HRM variables on HR Service Quality is greatest and most dominant.

Javad Shahreki (2019) This study investigates the relationships between electronic human resource management (e-HRM) and employee efficiency in private companies, with impersonal trust being the intervening variable. A conceptual model was developed and tested using data collected from 167 HR professionals for the study. Data set was examined, and hypotheses were tested by employing Partial Least Squares-Structural Equation Modelling (PLS-SEM) analysis. The result reveal that all hypothesis supported, as well as impersonal trust mediates (partially) the relationship between e-HRM and employee efficiency. The results show that technology-enabled HRM supports organisations by enhancing organisational trust and efficiency outcomes. The key predictors for improving employee efficiency are organisational trust and e-HRM. e-HRM, in the HRM department has a positive impact on employees trust. The outcomes show the valuable insights for HR professionals allowing them to enhance employee efficiency by applying e-HRM to upgrade employees trust in the company.

Manoj Kumar Behera (2018), in this remodeling commercial enterprise agency international, an era is growing to be an important part of every human and the corporations. The utilization of technology in particular records era and net technology (computer systems and internet) permit humans and corporations to simplify

everyday responsibilities and clear up the troubles arises in regular sports. It allows the organizations in some organization corporation strategies and enhances the general proper overall performance of an organizational regular overall performance. In this modern commercial enterprise employer, information era tools are crucial to making the company approaches successfully and efficaciously. Increasing opposition inside the current-day business enterprise business agency global, pressurize each company to start figuring out the significance of information era inside the business agency and located into impact new current thoughts to stay alive in the cutthroat competition market. Every department of an enterprise employer commercial enterprise corporation performs a critical role inside the fulfillment tale of the enterprise, particularly, the human useful resource control department. The implementation of the statistics era to this department in a business enterprise will enlarge a present-day idea as e-HRM.

Martin Burgard, Franca piazza (2018), the progressed use of information technology ends inside the technique of massive quantities of information which need to be stored and analyzed through appropriate systems. Data warehouse systems permit the storage of that statistics in an entirely particular multi-dimensional database. Based on a records warehouse, commercial enterprise agency intelligence structures provide appropriate assessment strategies together with on-line analytical processing (OLAP) and facts mining to research the only's statistics. Although the single's structures are already significantly used and the utilization remains developing, their software within the region of digital human beneficial aid manipulate (e-HRM) is as an alternative scarce.

Nagendrababu, Girisha (2018), uncovered that Information Technology has been superior and stepped forward over a period. Hence many agencies are striving within the path of improvement and installation their mind in a practical way. Due to the short boom of digital manage revolution, it has grown to be crucial to generating well-prepared and active courting 11 with human beneficial aid manage. The useful human aid manipulate department is measured because the essential competencies in all kinds of corporations because it considered substantially with intellectual skills. Many groups have been talking face to face human beneficial, useful resource control

practices with virtual human beneficial, useful aid control, e-HRM for a quick. e-HRM boosts the HR capability to make attentive and operative talents and gives appreciably on HRM adequacy. This article explains on e-HRM insensitive hassle on the complementary viewpoints: the advent of eHRM, this text enlightens the charge gain for the agencies via using e-HRM workout and in addition to aspirants to are looking for interest from the agricultural place. This article indeed suggests the part of e-HRM exercise to boom remarkable of exertions existence in IT organizations which can be sited in Bengaluru and Mysore vicinity.

Sharad R. Kulkarni (2018), Today's managers have recognized that their preference making has dominated with the aid of the statistics of Information Systems. In the one's instances, the winning has a look at is finished to find out the location of social beneficial aid data tool (HRIS) in e-HRM. The reputation is on the identification of the stressful conditions related to the implementation and protection of e-HRM structures. It moreover derives practical guidelines for reinforcing the effectiveness of modern-day-dayday e-HRM systems. This paper portrays a comparative define about the offerings further to manufacturing location concerning the implementation of e-HRM systems in determined on groups strolling at Sangli District. The check highlights on high factors much like the possible key areas for inducting e-generation in gift HR practices. It, also, concentrates on constraints in the route of the improvement of eHRM idea and application of e-technology for HR competencies. The implication of e-HRM goals presence of an IT manner of existence ensuing into possible threats to the safety of facts and sluggish bargain inside the 'human contact.' Considering all probable demanding situations, if e-HRM exercise has taken up inside the right spirit, it may guarantee the sustainable life of the company for the long term. Similarly, it's going to nourish the big maximum asset of any enterprise company – The human capital.

ElfiFurtmueller (2017), this paper reviews four years of e-HRM (Electronic Human Resource Management) theoretical literature. Such a have a look at is appropriate and massive due to the fact e-HRM is one of the critical completed programs in businesses. The observe of 299 articles discloses that one float of e-HRM literature, conquered with the beneficial aid of IT-orientated college students, explores the

crucial 70 elements to reflect on the equal time as implementing e-HRM generation, a 2d drift, led through organizational college students, emphasizes on studying the significances of e-HRM systems. Here it produces and discourses the whole kind of empirically planned factors, targeted on to heighten attentiveness on the effect of e-HRM structures to govern alternatives and their results for organizations and personnel.

Havisha Gupta (2017), the managers of the twenty-first century envision that records systems may moreover need to have an incredible affect their fashion of desire making and their control fashion may be as an opportunity contemporary and customized. They may additionally have the functionality to browse through massive databases for precise data considerably and moreover to manipulate the identical at their own will. Their paperless workplaces could be in particular computerized for usual place of job sports activities e.g., Aid 12 reserving, meeting timetable. Also, they'll be without a doubt on-line executive who use computer systems as a gadget for boosting their non-public productivity. The motive of this research has ended up to hint the critiques of personnel jogging inside the telecom region regarding the use of e-HRM (digital-Human Resource Management) in the sector in the Indian scenario; to pick out usefulness of an e-HRM challenge in the direction of personnel; to pick out numerous skills within the commercial enterprise business enterprise for which e-HRM systems used and to offer suggestions and pointers for reinforcing the effectiveness of e-HRM systems.

Jomamahfod (2017), in a present-day worrying international, IT performs a vital function in developing new opportunities and handing over competitive advantages to groups. The HR profession has had to respond to extended competition for changes in each individual attitudes and composition, shifts within the commercial business enterprise commercial enterprise organization/worker courting and fast advances in HR era. Therefore, transferring within the course of the virtual global is a predictable phenomenon. In contemporary years virtual human useful beneficial helpful resource manage (e-HRM) is getting used in the most of the large agencies and establishments and is some of the number one organizational system in human

helpful useful resource manager (HRM) due to the fact its applications are taken into consideration to be very useful and rate-powerful

P. Kannan (2017), Human Resources Management (HRM) is an essential a part of every corporation as it gives a crucial beneficial resource: human capital. In the past ten years, HRM has been going via a change adopting technological tool to enhance its public timehonored fashionable regular performance; the combination of data era (IT) device in HRM strategies has named “digital Human Resources Management.” e-HRM strives to the place into effect all of the operational sports that HRM is concerned about, with the assist of a technological device shortly and correctly. Nowadays, the era is an inherent a part of our everyday lives. People were simplifying a few regular responsibilities and troubles the use of computer systems and the Internet. It has to boost up some techniques and prolonged the general well-known regular overall performance of finished assignments. The reasons of this test is to understand the employee’s perceptions within the route of e-HRM in Private Sector Banks of Coimbatore District. MD.

SajjadHosain(2017), the take a look at has been completed in a challenge if there can be any relationship among thirteen digital HRM sports activities sports (unbiased variables) and organizational ordinary overall performance (economic and strategic). The 13 e-HRM skills are e-advertising and marketing, e-software monitoring, e-recruitment, epreference, restudying, classical & digital education, e-ordinary overall performance 72 control device, ecompensation & advantage, HRIS & e-communique, e-private profile, egrievance tracking & managing, green HRM and e-leave. The studies have emerged because of the whole with a sample period of 299 mid & supervisor degree managers and 228 top diploma managers of forty-six personal and public companies of eight issuer sectors of Bangladesh.

Paul Poisat (2017), this text gives studies into the modern-day diploma of improvement of the frame of facts associated with virtual human beneficial aid manipulate (e-HRM) with the useful resource of a qualitative content material assessment. Several elements of e-HRM, mainly definitions of e-HRM, the theoretical

perspectives round eHRM, the region of e-HRM, the several sorts of e-HRM and the necessities for an achievement e-HRM, are tested. The 13 causes of the object modified to decide the recognition of e-HRM and examine the studies that file at the link among e-HRM and organizational productiveness. E-HRM has the potential to enhance ordinary organizational performance and leverage the place of HR as a strategic enterprise organization companion. This article proposes more regions to research and diploma at an equal time as investigating the effectiveness of e-HRM. It offers a top-notch lens from which to view e-HRM evaluation on the identical time as keeping it internal diagnosed HR duration parameters (the HR rate chain). Besides, it now not attractive offers areas for measuring e-HRM's impact however furthermore supply essential clues as to how the measurements may be approached.

Ahmad Maddi (2016), specializes in the assessment of literature concerning digital human beneficial resource manage observed with the support of a revision of studies associated with organizational overall, overall performance and personal agility. Generally, the paper offers a model to mix the variables of virtual human beneficial resource manage, a body of humans agility and organizational customary overall performance. The stop ceases result of the test is employed to increase the have a examine's theoretical framework. The framework contains protected literature and fashions of digital human useful beneficial, useful resource manage adoption, and digital human valuable helpful useful resource manipulate implementation at the agency degree, employees agility, and tremendous organizational performance.

Batty Dorrance Jean (2016), recognized that the steerage of useful human resource manages in the business enterprise and its importance inside the retail corporation. There isn't any practical help to indicate that strategic HRM practices have delicious and additive consequences on corporation regular regularregular performance during terrific organizational settings in Anglo-American samples. To study strategic HRM practices and, a large-scale questionnaire survey changed into completed in Bangalore City. According to the outcomes, human beneficial resource techniques because of boosting the effectiveness of human helpful useful resource thru growing

competence, a strength of will and versatility of employees result in enhancing organizational everyday overall performance.

Mohammad Ali Kohansal (2016), the cause of this studies is to analyze the effect of virtual human property control (e-HRM) beauty on fee introduction in corporations. The studies population consisted of line and project managers and personnel who paintings with eHRM equipment Partial least squares have been used to analyze the research hypotheses. Results showed that e-HRM has a terrific and excellent effect on rate introduction. It's genuinely really worth mentioning that sincerely, e-HRM reputation may not bring about operational price reduce the rate. For captivating the most effective's effects, we want managerial picks so that you can reason the big effects and feature an impact on them.

PreetiBharati (2016), Creating modern-day answers to beautify techniques internal departments is what any business enterprise would like to benefit. Time is coins, consequently, with the assist of this tool (e-HRM) any weapon that might accelerate the organized sports activities sports activities to enhance productivity or to lessen costs are being finished for the fulfillment of a prolonged-time period and brief period dreams. In addition to that e-HRM makes use of gear which includes Internet and software program software program wherein concept need to facilitate the go along with the go with the go along with the drift of information and communicate amongst employees. Moreover, this research is to have a test what's e-HRM 14 (its aim, scope, limitations, abilities, blessings, desires, effects, and results) and the way eHRM is shaping business organization in an era pushed environment to draw appropriate and organized personnel. Although this has a examine is probably beneficial in improving HRM systems to the diploma the effectiveness of e-HRM, it'd decide the distinction of manage furthermore. This will give the opportunity to understand the areas of competence and excellence further to any regions of further boom and improvement.

Rajalakshmi M (2016), this twenty-first century is a topic of statistics era (IT). IT performs a dominating characteristic in each region with its generation up-gradation. Nowadays, technological up-gradation isn't always wonderful for gadget increase, production manner and merchandise it moreover offers with human beneficial aid

branch within the shape of e-HRM (Electronic Human Resource Management). e-HRM is a tool wherein all of the sports of HR specialists are converted into virtual and make it clean and easy for organizational technique. This has examine derives the E-HRM present-day situation, using modules and its implementation manner. Review of literature is received via online journals and great E-HRM related internet websites. The findings of the observe denote that E-HRM is an vital function for each business enterprise to carry out an awful lot faster and smarter in their ordinary turns on.

SitslaSamkarpad (2016), a progressive studies which recognized the usefulness of personal beneficial aid information device and its correlation with its employees. This has a test was established on number one information received from numerous employees and Take a look at, one-manner evaluation of variance modified into in the end placed that the personnel perceived HRIS is beneficial for the satisfaction, and it has had been given an exquisite impact on deriving right human belongings from a considered one of a wellknown feature of personnel.

T.G. Shejo (2016), determined that the right information and facts inside the path of the e-HRM practices will assist the enterprise business enterprise to plot for the future and may gather the commonplace desires No statistics approximately approach decided. The transformation of Traditional HR to strategic HR in which it, no longer excellent performs the location of an administrative professional but furthermore will become the worker champion, an exchange agent and an enterprise organization corporation associate has been majorly possible with the use of technological system and programs, i.e. e-HRM determined.

Abdul Aziz Alghafri (2015), this paper emphasizes on the 0.33 shape of e-HRM. In short, it attempts, thru reviewing the literature, to talk approximately the advantages and drawbacks of acting e-HRM for an agency in term of e-mastering. No empirical proof modified into determined nearly the method. It is evident from the conversation,

although adopting eHRM in a company brings substantial help, those benefits are enclosed with the useful resource of a few obligations.

Abdul Kadar Muhammad Masum (2015), the paper pastimes at exploring the determinants that have an effect on the model choice for e-HRM amongst agencies. Quantitative techniques were completed to find out the elements that prompt e-HRM version. This check is based mostly on primary records collected from the employees of the agencies, and descriptive facts and exploratory trouble Analysis (EFA) that have been used as a statistical gadget to analyze the accumulated data. They have a take a look at recommended that worker's unique elements, organization provision, IT Setup, compatibility and enterprise pressure are the extracted factors to the version of e-HRM. Ama 15 F.

Karikari, Peter AgyekumBoateng, Evans O. N. D. Ocansey (2015), supplied an appropriate, whole and modern records tool approximately the human beings and the interest. The Instrument for the test modified right into a hooked up interview and the ideal middle issues derived from the interview have been evolved for the content fabric material assessment together with Cross-tabulation and Chi-rectangular statistical device. The test concludes that HRIS is a superb tool for Human Resource Planning. It improves the documentation of unoccupied locations perfectly and examines each venture role with its identity in an organization.

Aysar Mohammad Khashman (2015), aimed to understand the impact of digital human beneficial, useful resource management practices thru the principle test dimensions characterized inside the efficient regular overall performance. Primary facts have come to be accrued through the questionnaire. This research presents to the understanding of the eHRM practices and operational commonplace usual performance within the texts. It defines a combination of e-HRM practices. Hopefully, the one's assumptions will lead a few ways for policymakers and permit them to growth hobby to the practices of human beneficial resource management because of

their significance in enhancing operational usual overall performance inside the Jordanian telecommunication zone.

KitimapornChoochote (2015), wants to take a look at the pattern of the digital human sources to manage (e-HRM) of the motel business employer in Phuket. They have a have a study carried out with the implementation of challenge records and in-depth interview of lodges' HR managers. In quit result, they have a study famous that the inn business agency has achieved the use of the e-HRM diverse in interest recruitment (15 percent), employee engagement (fifty-five percentage), organizational report shape (10 percent), idea and creativity exchanges (38 percentage) and assessment system (6 percent). However, considered as a hundred%, the industrial agency has not prepared to apply the use of the e-HRM in profits system, learning and education software program, welfare allocation and profession improvement. 62 Ma, L. And Ye, M.L. (2015), utilizing e-HRM generation to a selected organization that affects the use of the facts. So the desires are clarified efficiently with the resource of the surrender-customers otherwise it may bring about an unintended use of the era. To fulfill the goals of the cutting-edge-day facts-based definitely an economic tool, it's miles almost a need for groups to make the maximum the capacity and performance in their employees, a purpose within the route of which HRM systems and e-HRM is probably of help.

Menka (2015), diagnosed the handiest of a large type device of e-HRM for coping with human belongings in organizations and benefits of e-HRM in corporations. The take a look at is based entirely on secondary belongings which encompass journals, books, and websites and plenty of others. It grows to be decided that the software of HR guidelines in provider groups through a directed guide or with the whole use of Internet-primarily based totally sincerely channels exerts the outstanding have an impact on at the device elegant common usual overall performance of personnel in groups.

MihirKalam (2015), diagnosed the strategies to attract functionality employees and the undertaking of reducing the ambiguity among the enterprise and the worker. No empirical evidence determined. The article contributes to the frame of data as regards

to e-recruitment it's miles applicable for every, the academia and practitioners. Nevertheless, a web recruitment approach stays regarded due to the fact the incredible-sought opportunity this is appeared as 16 being price-inexperienced, and a quicker course to find out the proper candidates than a conventional based recruitment machine Mine

AfacanFındıkl and EbruBeyzaBayarçelik (2015), the purpose of this take a look at changed into to discover the perceptions about e-HRM, their outlooks for electing the packages for the scheme, their detected managerial results of HR managers in the top-notch agencies in Turkey. Primary statistics gathered via a questionnaire. e-HRM competencies play a massive characteristic in lowering the organizational fees, growth interaction among managers and employee in order higher strength of mind to business enterprise business enterprise, extra ease and pace with the accessibility of human beneficial useful resource data machine, decorate productivity thru quicker processing, better artwork environment which furthermore encourages employees to have a look at new responsibilities and roles, good buy in mistakes or errors in addition to in overlapping artwork.

Md. Mohabbat Hossain and Mohammad Shariful Islam (2015), one stated the cause of digital human beneficial aid manipulate (e-HRM) is to make the entire HRM competencies extra optimize. Technology-is the shape of decreasing region improvements which hastily moved the economic enterprise internationally. Big corporate has been tremendously changed their jacket thru enacting a ramification of the era in their organization and everyday strategic affairs. The Human Resources Management is such cluster and recipe of the companies manipulate wherein digital human belongings manage referred to as e-HRM has become the pinnacle recognition in the new international. This article intended the diversification of human assets control function via infusion and alertness of e-HRM. This examines targets at finding the software program software of virtual human Resources manage Systems (e-HRM) in the carrier industries of Bangladesh. It depicted the effects and significance of using an internet device thru the center features of human sources

control and find out a few hollows amongst gift-day degree and predicted level at the company.

NoorziahMohdSalleh, Abdul Kadir B. Hj. Roseline, Dg Kamisah Ag. Budin (2015), examined the jobs of human use, beneficial resource measured in phrases of administrative, realistic and strategic corporation partner roles. Number one facts changed into accrued through the questionnaire. This has a have a have a look at may additionally moreover want to increase their attention of the importance of matching competencies or competencies with the expectancies or desires of their organizations.

Puja Sareen (2015), take a look at the amount of gratification of End-users of eHRM tool (employees) in the direction of the e-HRM device being implemented in decided on agencies, and its courting with demographic variables specifically; age, gender, tenure, and artwork experience. Primary information end up collected via questionnaire from the employees. The consequences showed that tenure, paintings enjoy, and age has a long courting with the 'degree of pride' inside the direction of the e-HRM machine for 'End-clients' of decided on corporations.

Rajesh Kumar Mahajan (2015), attempts to result in the feature of IT in HRM and additionally emphasizes on the feasibility and inducement faced with the useful resource of the corporations in bringing about IT in some unspecified time within the destiny of HRM abilities. Ingenuity and novelty in HRM to act like a prepared element confronting the global worrying situations can be completed only if there may be improvement and implementation within the 17 e-HRM tool that takes place to be a critical element of development in the modern instances which allows in tackling the favored and preferred public manipulate.

Ranna Bhatt (2015), decided that a data device about the personnel that gives the control to devise for the destiny and insurance method so that you can allow short response to worker-related services and fast HR related selections. Secondary studies records end up accrued. It covers all factors of human useful resource management like employees control, schooling and career development, task descriptions, worker's nonpublic pages. Therefore eHRM is the contemporary manner of practicing HRM.

ShaziaKausar (2015), recognized the employee in growing affirmative mindset. They have a have a look at is based entirely really entirely on number one statistics obtained through questionnaire method and moreover via secondary facts from journals and magazines. This concluded that e-HRM lets in the business company to reduce the official artwork.

Tanya bondarouk (2015), in this, examine often assumed to boom HRM issuer extremely good. This paper empirically examines the connection amongst e-HRM and HRM issuer super, and addresses call from contemporary e-HRM studies, specifically to cognizance on (i) the significance of the interplay amongst technological and organizational components and (ii) the finding that advanced HRM agency exquisite is an outcome of e-HRM implementation. We argue that the essential trouble drivers of HRM provider high-quality are the strengths every of HRM and e-HRM. The relationship can be mediated thru the frequency of e-HRM usage. Besides, building on Adaptive Structuration Theory, the diploma to which mediation occurs may include additionally variety inner regimes of excessive and coffee eHRM appropriation.

Vidushi Malik (2015), In this study on HRM predominant element, laid low within this research to confronted on no facts about approach positioned. E-HRM allows human useful aid talents with the chance to create new avenues for obligating to organizational accomplishment. E- HRM lets in the practices of HR and proposes greater self-company to the personnel. E- HRM is an improvement industrial

corporation solution which offers an entire on-line assist within the manage for all of the strategies, statistics, and facts required to control human assets in a modern-day company.

YuslizaMohdYusoff, NurZahiyah Othman, Yudi Fernando, Azlan Amran (2015),

This exploratory have a examine contributes to the conceptual and empirical facts about the character of Human Resource Management (HRM) in multinational agencies in Malaysia, a below-researched location inside the situation. This has a observe is made out of four semibased face-to-face interviews with heads of HR in MNCs. This has a look at determined that the several four companies, handiest one agency have measured HRM affects at the conservational very last effects. This fetches warfare to determine the final consequences of HRM practices within the entire Malaysian manufacturing organizations inside the close to future.

Bhagawan Chandra Sinha, Dr. Mridula Mishra (2014), this researcher in its business organization identified the range to which e-HRM device is in use in 8 select out Indian groups. Primary statistics end up amassed, and ANOVA check become in the end exploited. By analyzing the information, it has grown to be apparent that most of the eHRM gear like HRIA, SSA, ISA and are excessive use in Indian companies HRPA has restricted use 18 and application of IVR, HREA, HRFA, is minimal. It is quite evident that the maximum of the Indian corporations are using ISA ultimately HRFA is hundreds of lots much less in use.

CHAPTER 3 – RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

The research design indicates the types of research methodology undertaken to collect the information for the study. The research design selected for this study for this project is both descriptive research design and hypothesis testing research design. A descriptive research design is the one that simply describes something such as demographic characteristics of group.

3.2 SAMPLING TECHNIQUE

Convenience sampling method:

A convenience sample is one of the main types of non – probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.3 SOURCES OF DATA

Quantitative data is data gathered by using a survey method and by using a close ended questionnaire. Here, primary data is used.

- PRIMARY DATA – Questionnaire given to respondents.
- SECONDARY DATA – Websites and online journals, Published reports & Review of literature from published articles.

3.4 QUESTIONNAIRE DESIGN

The questionnaire framed for the research study is a structured questionnaire in which all the questions are predetermined before conducting the survey.

3.5 SAMPLE SIZE: 120

3.6. PREIOD OF STUDY: January to March

3.7 HYPOTHESIS

3.7.1.Hypothesis:

Alternative hypothesis (H1): There is significant relationship between EHRM and Organization development.

Null hypothesis (H0): There is no significant relationship between EHRM and Organization development.

3.7.2.Hypothesis:

Alternative hypothesis (H1): There is significant relationship between EHRM and Organization development.

Null hypothesis (H0): There is no significant relationship between EHRM and Organization development.

3.8 TOOLS FOR ANALYSIS:

3.8.1. Percentage analysis

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.8.2 Hypothesis analytical tool

❖ ANOVA

❖ Regression

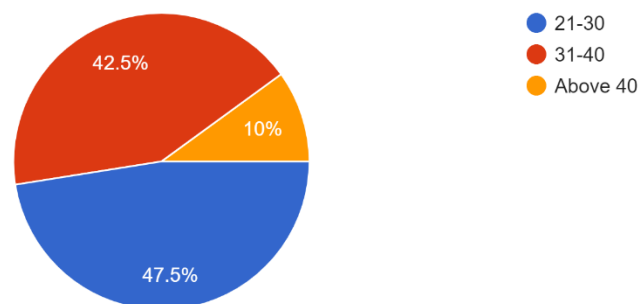
CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

4.1. 1: Table indicating Age of the respondents

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	21-30	57	48
2	31-40	51	42
3	Above 40	12	10
	TOTAL	120	100

2.Age.
120 responses



Interpretation

From the above table it is interpreted that the number of respondents Between 21-30 age of respondents are 48%, between 31-40 age of respondents are 42%, and above 40 age of respondents are 10%

Inference

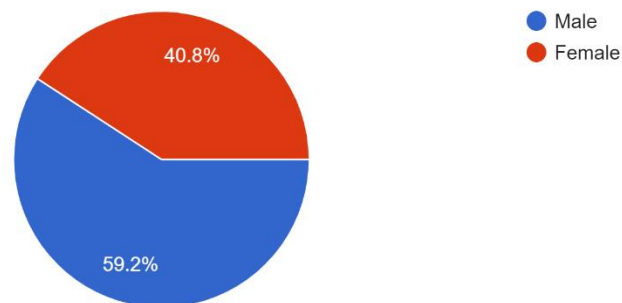
Majority (48%) of the respondents are age between 21 to 30 years.

Table 4.1.2: Gender of the respondents

S NO	Gender	No. of Respondents	Percentage
1.	Male	71	59
2.	Female	49	41
TOTAL		120	100

3. Gender.

120 responses



Interpretation

From the above table it is interpreted that the number of male respondent is 59% and female respondent is 41%.

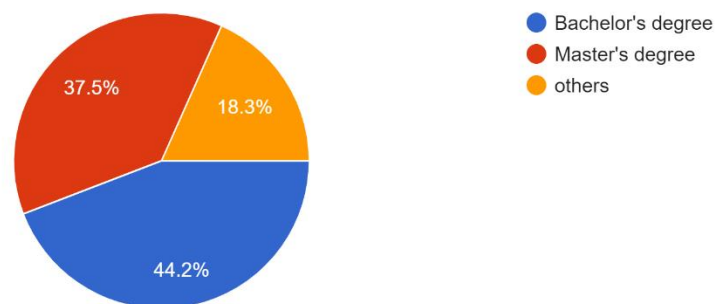
Inference

Majority (59%) of the respondents are male.

Table 4.1.3: EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Bachelor's degree	53	44
2	Master degree	45	38
3	Others	22	19
	TOTAL	120	100

4.Education.
120 responses



Interpretation

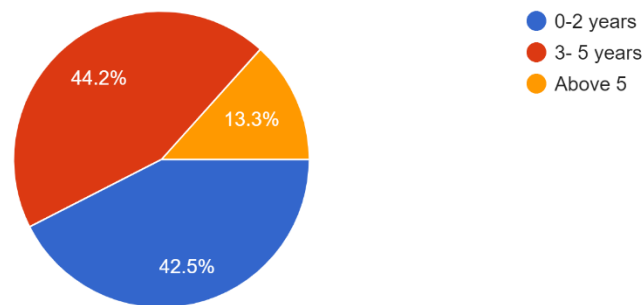
From the above table it is interpreted that the number of respondents were 44% is Bachelor's degree, 38% is Master's degree, 19% is Others.

Inference: Majority (44%) of the respondents are Bachelor's degree.

4.1.4 YEAR OF EXPERIENCE.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	0-2 Years	51	43
2	3-5 Years	53	44
3	Above 5Years	16	13
	TOTAL	120	100

5. Experience
120 responses



Interpretation

From the above table it is interpreted that the number of respondents Between 0-2 years of respondents are 43%, between 3-5 years of respondents are 44%, and above 5 years age of respondents are 13%

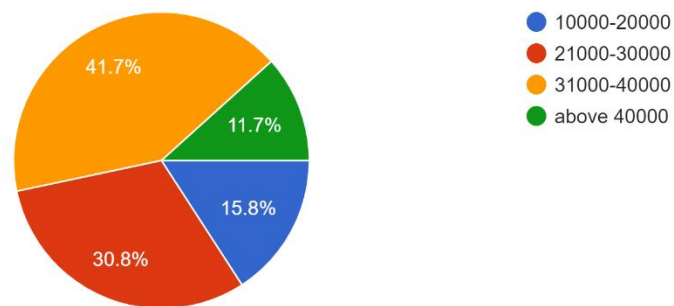
Inference

Majority (44%) of the respondents are experience between 3-5years.

4.1.5 INCOME OF THE RESPONDENT

	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	10000-20000	19	16
2	21000-30000	37	30
3	31000-40000	50	42
5	Above 40000	14	12
	TOTAL	120	100

6. Income.
120 responses



Interpretation:

From the above table it can be interpreted that 16% of the respondents got the income level of 10000 – 20000, 30% from income level of 21000-30000, 42% from income level of 31000-40000, and 12% from above 40000.

Inference:

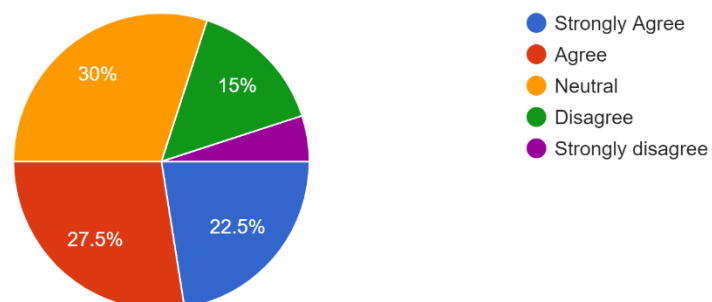
Majority 42% of the respondents are 31000-40000 level of income.

4.1.6 E-HRM PRACTICES IMPROVES RECRUITMENT & SELECTION PRACTICES.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	27	22
2	Agree	33	28
3	Neutral	36	30
4	Disagree	18	15
5	Strongly Disagree	6	5
	TOTAL	120	100

7.EHRM practices in your company is improving recruitment & selection practices.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 22% of the respondents are strongly agree, 28% of the respondents are agree, 30% of the respondents stays neutral, 15% of the respondent are disagree and 5% of strongly disagree.

Inference:

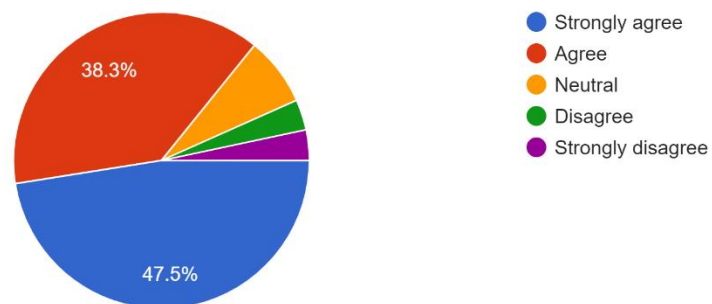
Majority 30% of the respondents stays neutral.

4.1.7 TRAINING & DEVELOPMENT PROGRAMMES ARE COMMUNICATED TO EMPLOYEES THROUGH HRIS.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	57	48
2	Agree	46	38
3	Neutral	9	8
4	Disagree	4	3
5	Strongly Disagree	4	3
	TOTAL	120	100

8.Training & development programmes are communicated to employees through HRIS.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 48% of the respondents are strongly agree, 38% of the respondents are agree, 8% of the respondents stays neutral, 3% of the respondent are disagree and 3% of strongly disagree .

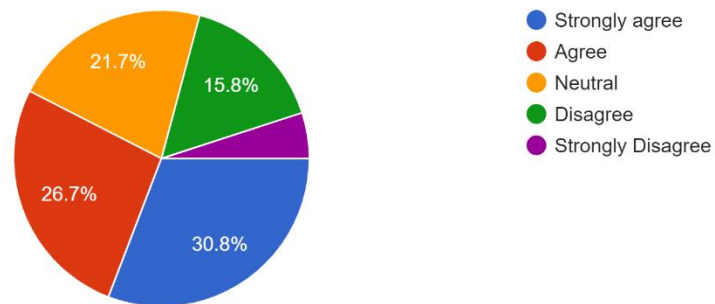
Inference:

Majority 48% of the respondents are strongly agree.

4.1.8 EMPLOYEES ARE ABLE TO CHECK THEIR PROMOTION DETAILS THROUGH E-HRM

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	37	31
2	Agree	32	26
3	Neutral	26	22
4	Disagree	19	16
5	Strongly Disagree	6	5
	TOTAL	120	100

9. Employees are able to check their promotion details through HRM .
120 responses



INTERPRETATION:

From the above table it can be interpreted that 31% of the respondents are strongly agree, 26% of the respondents are agree, 22% of the respondents stays neutral, 16% of the respondent are disagree and 5% of strongly disagree .

Inference:

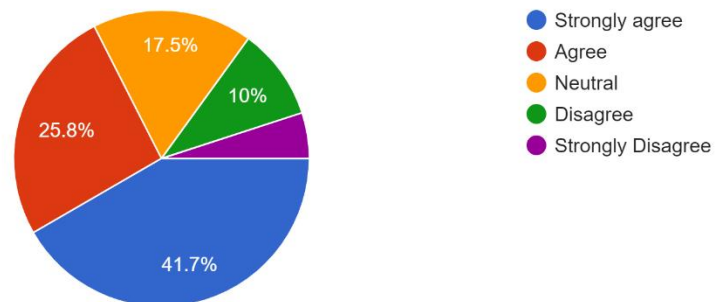
Majority 31% of the respondents are strongly agree.

4.1.9 SALARY DETAILS ARE AVAILABLE IN HR PORTALS.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	50	42
2	Agree	31	26
3	Neutral	21	17
4	Disagree	12	10
5	Strongly Disagree	6	5
	TOTAL	120	100

10.Salary details are available in HR portals.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 42% of the respondents are strongly agree, 26% of the respondents are agree, 17% of the respondents stays neutral, 10% of the respondent are disagree and 5% of strongly disagree .

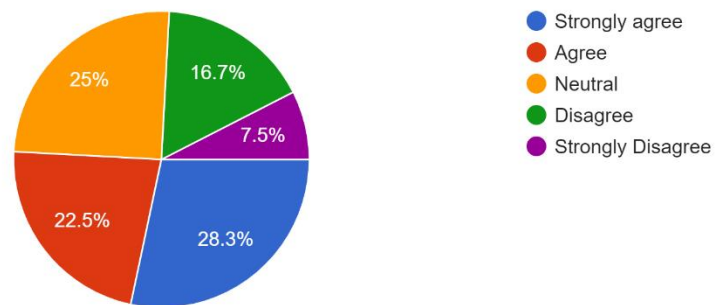
Inference:

Majority 42% of the respondents are strongly agree.

4.1.10 EMPLOYEE EVALUATION IN HAPPENING THROUGH EHRM PLATFORMS.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	34	28
2	Agree	27	22
3	Neutral	30	25
4	Disagree	20	17
5	Strongly Disagree	9	8
	TOTAL	120	100

11.Employee evaluation in happening through EHRM platforms
120 responses



INTERPRETATION:

From the above table it can be interpreted that 28% of the respondents are strongly agree, 22% of the respondents are agree, 25% of the respondents stays neutral, 17% of the respondent are disagree and 8% of strongly disagree.

Inference:

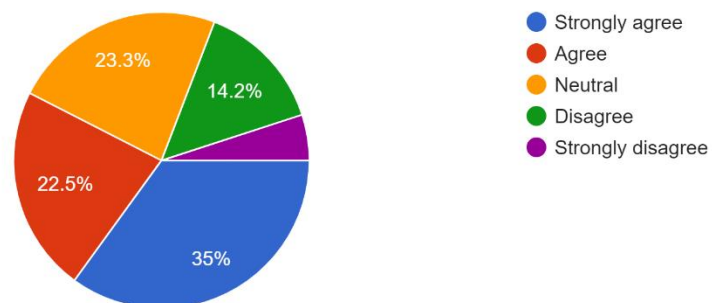
Majority 28% of the respondents are strongly agree.

4.1.11. EHRM PRACTICES ARE MOTIVATING EMPLOYEES TO WORK EFFECTIVELY.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	42	35
2	Agree	27	23
3	Neutral	28	23
4	Disagree	17	14
5	Strongly Disagree	6	4
	TOTAL	120	100

12.EHRM practices are motivating employees to work effectively.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 35% of the respondents are strongly agree, 23% of the respondents are agree, 23% of the respondents stays neutral, 14% of the respondent are disagree and 4% of strongly disagree.

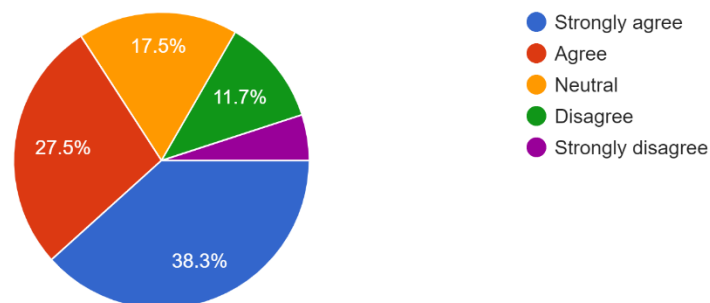
Inference:

Majority 35 % of the respondents are strongly agree.

4.1.12 EMPLOYEE ABLE TO MEET MANAGEMENT FREELY AFTER IMPLEMENTATION OF EHRM PRACTICES.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	46	38
2	Agree	33	28
3	Neutral	21	18
4	Disagree	14	12
5	Strongly Disagree	6	4
	TOTAL	120	100

13.Employee able to meet management freely after implementation of EHRM practices.
120 responses



INTERPRETATION:

From the above table it can be interpreted that 38% of the respondents are strongly agree, 28% of the respondents are agree, 18% of the respondents stays neutral, 12% of the respondent are disagree and 4% of strongly disagree .

Inference:

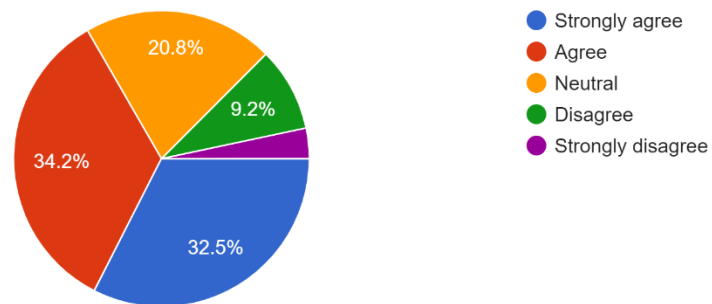
Majority 38% of the respondents are strongly agree.

4.1.13 EMPLOYEES IN THE COMPANY ARE MORE FLEXIBLE TO WORK IN PROJECTS AS THEY CAN SEE THEIR DETAILS ON HRIS.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	39	33
2	Agree	41	34
3	Neutral	25	21
4	Disagree	11	9
5	Strongly Disagree	4	3
	Strongly agree	120	100

14. Employees in the company are more flexible to work in projects as they can see their details on HRIS.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 33% of the respondents are strongly agree, 34% of the respondents are agree, 21% of the respondents stays neutral, 9% of the respondent are disagree and 3% of strongly disagree.

Inference:

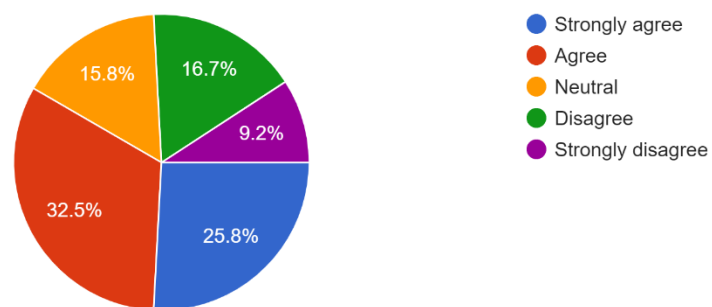
Majority 34% of the respondents are agreed.

4.1.14 EHRM PRACTICES ARE REDUCING THE WORKLOAD OF ADMIN JOB HOLDERS.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	31	26
2	Agree	39	32
3	Neutral	19	16
4	Disagree	20	17
5	Strongly Disagree	11	9
	TOTAL	120	100

15.EHRM practices are reducing the workload of admin job holders.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 26% of the respondents are strongly agree, 32% of the respondents are agree, 16% of the respondents stays neutral, 17% of the respondent are disagree and 9% of strongly disagree.

Inference:

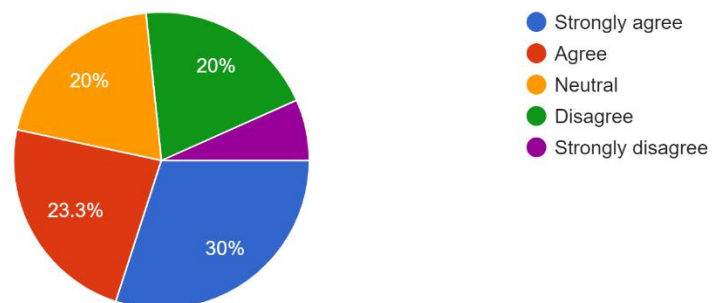
Majority 32% of the respondents are agree.

4.1.15 EHRM PRACTICES ARE IMPROVING THE PERFORMANCE OF EMPLOYEES.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	36	30
2	Agree	28	23
3	Neutral	24	20
4	Disagree	24	20
5	Strongly Disagree	8	7
	TOTAL	120	100

16.EHRM practices are improving the performance of employees.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 30% of the respondents are strongly agree, 23% of the respondents are agree, 20% of the respondents stays neutral, 20% of the respondent are disagree and 7% of strongly disagree.

Inference:

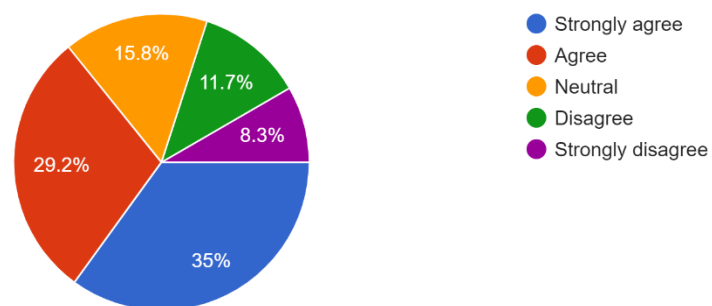
Majority 30% of the respondents are strongly agree.

4.1.16 E-TRAINING CONTRIBUTES TO REDUCING TRAINING EXPENSES BY LOWERING THE NEED FOR MOBILITY AND TRAVEL FOR BOTH THE TRAINER AND TRAINEE

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	42	35
2	Agree	35	29
3	Neutral	19	16
4	Disagree	14	12
5	Strongly Disagree	10	8
	TOTAL	120	100

17. E-Training contributes to reducing training expenses by lowering the need for mobility and travel for both the trainer and trainee.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 35% of the respondents are strongly agree, 29% of the respondents are agree, 16% of the respondents stays neutral, 12% of the respondent are disagree and 8% of strongly disagree.

Inference:

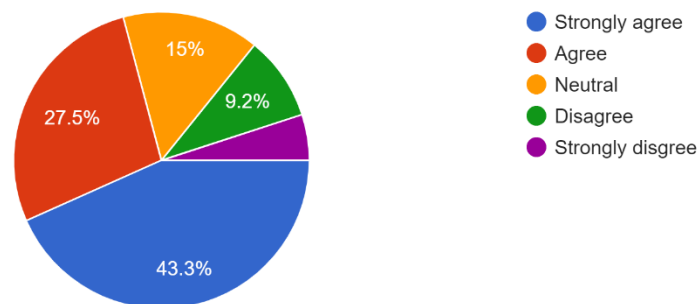
Majority 35% of the respondents are strongly agree.

4.1.17 E- COMPENSATION SYSTEM INCREASES THE EFFICIENCY OF WORK PERFORMANCE BY ADJUSTING THE FINANCIAL INFORMATION OF THE EMPLOYEES IN A TIMELY MANNER.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	52	43
2	Agree	33	28
3	Neutral	18	15
4	Disagree	11	9
5	Strongly Disagree	6	5
	TOTAL	120	100

18.E- compensation system increases the efficiency of work performance by adjusting the financial information of the employees in a timely manner.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 43% of the respondents are strongly agree, 28% of the respondents are agree, 15% of the respondents stays neutral, 9% of the respondent are disagree and 5% of strongly disagree.

Inference:

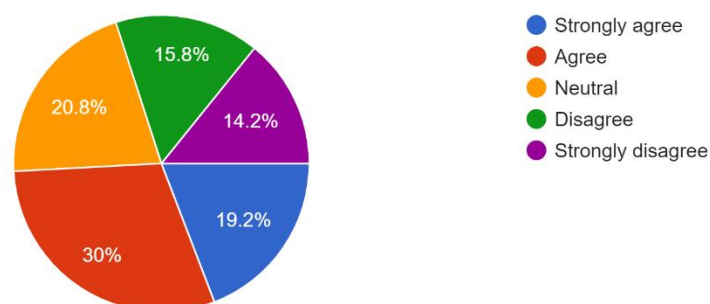
Majority 43% of the respondents strongly agree the e-compensation

4.1.18 DOES EHRM SOFTWARE UPDATED REGULARLY IN YOUR ORGANIZATION.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	23	19
2	Agree	36	30
3	Neutral	25	21
4	Disagree	19	16
5	Strongly Disagree	17	14
	TOTAL	120	100

19.Does EHRM software updated regularly in your organization.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 19% of the respondents are strongly agree, 30% of the respondents are agree, 21% of the respondents stays neutral, 16% of the respondent are disagree and 14% of strongly disagree.

Inference:

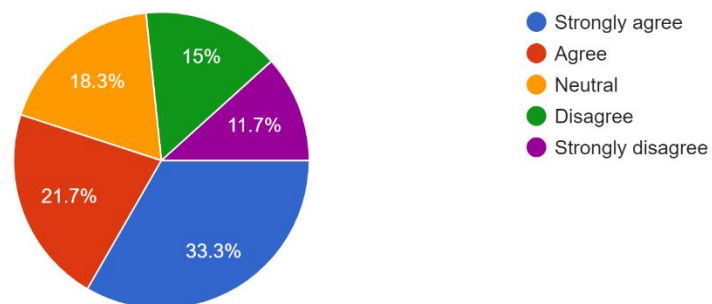
Majority 30% of the respondents are agree that EHRM software updated regularly.

4.1.19 FEED BACK ASSESSMENT IS VERY EASY ON HUMAN RESOURCE INFORMATION SYSTEM.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	40	33
2	Agree	26	22
3	Neutral	22	18
4	Disagree	18	15
5	Strongly Disagree	14	12
	TOTAL	120	100

20.Feed back assessment is very easy on human resource information system.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 33% of the respondents are strongly agree, 22% of the respondents are agree, 18% of the respondents stays neutral, 15% of the respondent are disagree and 12% of Strongly disagree on HIRS feedback.

Inference:

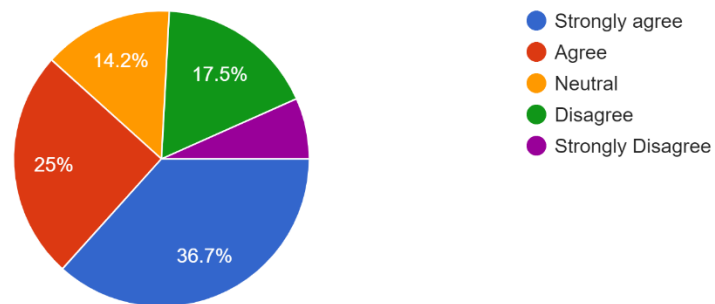
Majority 33% of the respondents are strongly agree with HIRS Feedback.

4.1.20 E-HRM IS AN IMPROVEMENT FOR THE ORGANISATION.

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	44	37
2	Agree	30	25
3	Neutral	17	14
4	Disagree	21	18
5	Strongly Disagree	8	6
	TOTAL	120	100

21.E-HRM is an improvement for the organisation.

120 responses



INTERPRETATION:

From the above table it can be interpreted that 37% of the respondents are strongly agree, 25% of the respondents are agree, 14% of the respondents stays neutral, 18% of the respondent are disagree and 6% of Strongly disagree.

Inference:

Majority 37% of the respondents are strongly agree.

4.2 STATISTICAL ANALYSIS

4.2.1 ANOVA

Hypothesis: 1

H1(Alternative hypothesis) : There is a significant difference between Employees services and E-HRM practices.

H0(Null hypothesis) : There is no significant difference between Employee services and E-HRM practices.

Oneway (Anova)

Descriptives

12.EHRM practices are motivating employees to work effectively.

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	51	2.18	1.108	.155	1.86	2.49	1	5
2	69	2.42	1.311	.158	2.11	2.74	1	5
Total	120	2.32	1.230	.112	2.09	2.54	1	5

ANOVA

12.EHRM practices are motivating employees to work effectively.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.743	1	1.743	1.154	.285
Within Groups	178.223	118	1.510		
Total	179.967	119			

Interpretation:

Since p value (0.285) is greater than 0.05. We accept the Null hypothesis and reject the Alternative hypothesis. Hence There is no significant difference between Employee services and E-HRM practices.

Inference:

Hence there is no significant difference between Employee services and E-HRM practices.

4.2.2 Regression:

Hypothesis:

Alternative hypothesis (H1): There is significant relationship between EHRM and Organization development.

Null hypothesis (H0): There is no significant relationship between EHRM and Organization development.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.149 ^a	.022	.014	1.301

a. Predictors: (Constant), 7. EHRM practices in your company is improving recruitment & selection practices.

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	4.512	1	4.512	2.665	.105 ^b
Residual	199.813	118	1.693		
Total	204.325	119			

a. Dependent Variable: 21.E-HRM is an improvement for the organisation.

b. Predictors: (Constant), 7. EHRM practices in your company is improving recruitment & selection practices.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.895	.289		6.565	.000
1 7.EHRM practices in your company is improving recruitment & selection practices.	.170	.104	.149	1.632	.105

a. Dependent Variable: 21.E-HRM is an improvement for the organisation.

Interpretation:

Since p value (0.000) is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence There is significant relationship between EHRM practices and Organization development.

Inference:

There is significant relationship between EHRM and Organization development.

CHAPTER 5 – FINDINGS, SUGGESTIONS AND CONCLUSION

5.1. FINDINGS (copy the inference from each table)

- Majority (48%) of the respondents are age between 21 to 30 years.
- Majority (59%) of the respondents are Male
- Majority (44%) of the respondents are Bachelor's degree.
- Majority (44%) of the respondents are experience between 3-5 years.
- Majority (42%) of the respondents' monthly income is between 31,000-40,000
- Majority (30%) of the respondents are neutral with the e-hrm practices improves recruitment & selection practices.
- Majority (48%) strongly agree of the respondents with the training & development programmes are communicated to employees through HRIS.
- Majority (31%) strongly agree of the respondents with employees are able to check their promotion details through e-hrm
- Majority (42%) strongly agree of the respondents with the salary details are available in hr portals.
- Majority (28%) strongly agree of the respondents with the employee evaluation in happening through ehrm platforms.
- Majority (35%) strongly agree of the respondents with the EHRM practices are motivating employees to work effectively.
- Majority (38%) strongly agree of the respondents with the **employee** able to meet management freely after implementation of ehrm practices.
- Majority (33%) agree of the respondents with the employees in the company are more flexible to work in projects as they can see their details on hris.
- Majority (32%) agree of the respondents ehrm practices are reducing the workload of admin job holders.
- Majority (30%) strongly agree of the respondents ehrm practices are improving the performance of employees.
- Majority (35%) of the respondents e-training contributes to reducing training expenses by lowering the need for mobility and travel for both the trainer and trainee

- Majority (43%) of the respondents E- compensation system increases the efficiency of work performance by adjusting the financial information of the employees in a timely manner.
- Majority (30%) of the respondents are agree that EHRM software updated regularly.
- Majority (33%) of the respondents feedback assessment is very easy on human resource information system.
- Majority 37% of the respondents are strongly agree with organization development.
- Significant difference between Employee services and E-HRM practices have been tested using ANOVA, since p value (0.285) is greater than 0.05. We accept the Null hypothesis and reject the Alternative hypothesis. Hence There is no significant difference between Employee services and E-HRM practices.
- significant relationship between EHRM practices and Organization development have been tested using regression analysis, since p value (0.000) is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence There is significant relationship between EHRM practices and Organization development.

SUGGESTIONS:

- The general attitude of employees regarding E-HRM was positive. This was mainly due to perceived ease of use and usefulness. Therefore, organizations that were earlier apprehensive in using e-HRM can also start its implementation.
- The employees were satisfied with E-HRM practices used in their organization. Therefore, using e-HRM for various HR functions would be productive for organizations.
- Another important factor was system security. Organizations must take care that while E-HRM implementation the data is secure and must implement stringent measures regarding accessibility of data.

- The most serious challenge faced was availability of instructors with expertise. Organizations must ensure the availability of qualified instructions to deal with technology upgradation. If possible, they can have a separate department dedicated to contacting appropriate personnel in this regard.
- The E-HRM era needs to be revised to boom the usual overall performance of venture e-training programmes, e-Induction, e-Orientation thru internet era that permits you to usher in excessive ability capability diploma of employees.

CONCLUSION:

- The present study found the impact of e-HRM on various functions in Datayaan solution pvt ltd. In the technological era e-HRM assists in performing HR activities with new innovative ideas. To increase the proficiency level of the HR activities there is need of the e-HRM activities like e-recruitment, e-selection, e-training, e-learning, e-compensation management and e-performance management. The study objectives were fulfilled with the help of the questionnaire in which the research objectives were clearly defined with the help of the different statements developed by the researcher or with the help of the standardised statements.
- E-hrm provides new phenomenon for the Datayaan solution pvt ltd. This enables the managers and candidates to access the details regarding hr practices and to find right candidate at right time. Irrespective of demographic profile of candidate every job seekers can easily access for the job to attend recruitment process. Proper implementation of e-hrm practices in Datayaan solution pvt ltd. Improves quality of work life. E-hrm technology is a way of implementation of hr strategies and this can be altered according to need. According to this study, the objective of e-hrm practice mainly improve the quality of work life and reduce the cost for the companies.

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ANNEXURE I
QUESTIONNAIRE

DEMOGRAPHIC:

1.Name:

2.Age:

a.21-30

b.31-40

c.Above 40

3.Gender:

a. Male

b. Female

4.Education:

a. Bachelor's degree

b. Master's degree

c.Others

5.Experience:

a.0-2 years

b.3-5 years

c.Above 5 years

6. Salary:

- a. 10000 – 20000
- b. 21000-30000
- c. 31000-40000
- d. above 40000

QUESTIONNAIRE

7. EHRM practices in your company is improving recruitment & selection practices.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

8. Training & development programmes are communicated to employees through HRIS.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

9. Employees are able to check their promotion details through HRM .

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

10. Salary details are available in HR portals

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

11. Employee evaluation is happening through EHRM platforms

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

12.EHRM practices are motivating employees to work effectively.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

13.Employee able to meet management freely after implementation of EHRM practices.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

14.Employees in the company are more flexible to work in projects as they can see their details on HRIS.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

15.EHRM practices are reducing the workload of admin job holders.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

16.EHRM practices are improving the performance of employees.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

17. E-Training contributes to reducing training expenses by lowering the need for mobility and travel for both the trainer and trainee.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

18.E- compensation system increases the efficiency of work performance by adjusting the financial information of the employees in a timely manner.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

19.Feed back assessment is very easy on human resource information system.

- a. Strongly agree
- b. Agree
- c. Neutral
- d .Disagree
- e. Strongly disagree

20.Does EHRM software updated regularly in your organization.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

21.E-HRM is an improvement for the organisation.

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

ANNEXURE II – RESEARCH PAPER

A STUDY ON E-HRM PRACTICES IN DATAYAAN SOLUTION PVT LTD.

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ABSTRACT

Over time, information technology has developed and advanced. As a result, some organisations are striving for development and effectively demonstrating their visions. Because of the rapid growth of the electronic management revolution, it is now necessary to establish an efficient and effective relationship with human resource management. The human resource management department is considered to be one of the most important functions in all types of organisations because it is concerned with intellectual skills. More businesses are replacing face-to-face human resource administration exercises with electronic human resource management, or E-HRM for short. E-HRM, encourages hr to be alert and operationally capable, and it contributes significantly to HRM adequacy. This article discusses E-HRM in a subtle element on the accompanying viewpoints: this article introduces E-HRM. This article discusses E-HRM in a subtle element on the accompanying viewpoints: E-HRM introduction, this article explains the cost benefit for companies by implementing E-HRM practise as well as to candidates to search job from remote area. This article clearly explains the role of E-HRM practise is improving work life quality in it companies.

Keyword: E-HRM, Practices, Remote areas, Development, Work life quality, HRM

I.INTRODUCTION

Without a doubt, labour is an essential component of every commercial activity. It is the physical capital that is used in conjunction with currency and machinery to achieve predetermined hierarchical goals. However, a modest effort of people, money, and other assets cannot ensure recognition and authority aims. These assets should be sent, adjusted, coordinated, and checked on a regular basis. Individuals were hired as workers or representatives to cover some constricted needs during the early stages of commercial activity, rather than on the basis of their credentials. Prior to it, the performance of individuals was exclusively concerned with working in the best interests of the firm owners. However, modern and dynamic business conditions caused a visible shift in an organization's devotion. Their efforts are contracted and constructed in order to assist clients, investors, employees, and networks. The representatives' increasing duty is what made them assets. The final objective of directing and controlling these assets to the intended targets is dependent on the methods of human resource management. The term "E-HRM" first appeared in the early 1990s. It administers HRM activities over the internet or intranet. E-HRM is a broad term that encompasses the integration of human resource management (HRM) and information technology (IT), with a primary focus on

providing incentives to organisation representatives and directors. It is an effective effort in which online innovation is used to actualize human resource initiatives. The concept for use in e-HRM manages the surroundings of methods as well as in its broader meaning. It denotes how well a given approach may work with a specific end goal to gain greater advantages. In this sense, E-HRM is both a philosophy and a technique of HRM.

Human resource management is the systematic and consistent method to managing an organization's most valuable assets. As a description of the processes involved in managing people in organisations, the phrases human resource management and have essentially supplanted the term personnel management. It employs people by developing their skills, using, retaining, and rewarding their services in accordance with work and organisational requirements.

According to Hensi Margaretta (2008), with the rising number of internet users nowadays, more individuals are attempting to establish their businesses using the internet. According to (Arti Bakshi), information technology has played a vital part in HRM practises. E-HRM is the application of technology for human resource practises that allows for easier interactions between employees and companies. It holds data such as the company's payroll, personnel statistics, training, and recruiting. Despite being an early user of computer technology, the human resource (HR) function has spent the last decade catching up to other corporate departments in terms of integrating information technology (IT) into their operations (Hendrickson; 2003). Organisations gained experience utilising it for human resource management (HRM) throughout the 1990s. However, like with other company activities, its shops gradually supplied more and more novel solutions for HRM challenges. It has become a key instrument for supporting the activities of the HR function, just as it has for other business units, and the HR function is now closing the gap in terms of applying new IT capabilities to conventional functions. It is necessary to understand what is meant by HR function in order to describe how some of the new innovative solutions work for supporting the HR function.

ELECTRONIC HUMAN RESOURCE MANAGEMENT IN INDIA

In India with the help of information technology through globalization, liberalization, and privatization, IT organizations have been focusing more on being technologically advanced in all the aspects. The changing environment of employee expectation, change in the work environment as well as fight to be on the top, all these driving forces lead to the implementation of e-HRM. Mostly all the IT companies whether private or public using e-HRM. They are using several IT practices for performing their HR functions. With the liberalization of foreign policies, foreign regulations of IT companies are easily investing in India. Many organizations have their head office or branches in other countries. There are several e-HRM practices that the organization in India is using such as e-recruitment, which is the online calling of prospective candidates to apply for the job and search for employment opportunities. Some other practices are e-tracking, e-learning, e-performance appraisal, e-grievance, etc. Several studies done by the researchers in the past on the field of e-HRM practices agreed that e-HRM is a reliable and easy to use tool which reduces HR cost, and another administrative workload. This process may be vital for any industry. It is the application of information provided technology where the make use of online based technologies to provide HRM services within employing IT

companies and other organizations. It embraces e-recruitment and e-learning, the first fields of human resources management to make extensive use of ICT systems and web-based technology.

TYPES OF E-HRM

EHRM consists of three types of transformation processes. The first is operational e-HRM, followed by relational e-HRM, and finally transformational e-HRM. The operational e-HRM is concerned with HR functions such as payroll, employee personal data, and so on. Relational eHRM is concerned with the assistance of business processes such as selection procedures, training strategies, recruiting arrangements, and so on. The HR strategy and associated actions, such as knowledge management and strategic long-term orientation, are examples of transformational e-HRM. The key operations that might be performed online using e-HRM include recruitment, selection, performance, compensation management, and training.

E-Hrm Activities

E-Recruitment: The company promotes job openings on the World Wide Web (WWW) or provides information directly to the most qualified persons via e-mail. Job seekers, graduates, and workers submit their applications by e-mail via the internet. Some well-known online recruiting portals include Monster.com, Naukri.com, and Timesjob.com.

E-Selection: It is one of the most popular online examinations, including email, preliminary interviews, and final interviews through audio-conferencing and video-conferencing. Furthermore, employers receive reference letters or comments from references via e-mail.

E-Performance Management: Several software programmes have been created to measure and recommend improvements to employee performance.

E-Learning: refers to the use of the internet or an organisational intranet to undertake online training. It is a collection of programmes and activities that include web-based learning, computer-based learning, a virtual classroom, and digital collaboration.

E-Compensation Management: entails the use of a computer system for salary-related fixations, payment, computations of different dearness allowances, employee benefits, welfare measures, and fringe benefits, among other things.

Key features of HR software's

- Application Tracking (TA)
- Benefits Administration
- Scheduling and Shift planning
- Performance Management
- Online Learning
- E-learning Authoring
- Integration

II. REVIEW OF LITERATURE

Priyo Hadi Susananto, Muhtosim Arief, Bahtiar Usman, Tiarapuspa Tiarapuspa (2023) This research examines the notion of employee performance in the coal mining service business in Indonesia using e-HRM. The purpose of this research is to find e-HRM practises that will increase employee performance in terms of green employee behaviour in the workplace. Employee performance is shown to be directly associated to e-HRM, green employee motivation, and person-job fit, according to the findings. This empirical study and respondent interview are critical for organisations attempting to carry out digital transformation in the HRM area in order to improve production performance and employee knowledge of working conditions.

Shrivastava, Gitanjali, Kataria, Neeraj, Chabani, Zakaria, Tongkachok, Korakod, Salameh, Anas A (2022) Innovative e-HRM practises will assist businesses in attracting and retaining top employees (Ghazzawi & Accoumeh, 2014). Thus, the goal of this research is to comprehend the function of e-HRM in achieving favourable outcomes in enterprises. Data for the current study were gathered from 197 organisations from diverse industries. The research was carried out using multiple regression, and the study finds that E-HRM Practises have a considerable influence on Business Effectiveness in the Digital Era.

Rahman and Hosain (2021) The purpose of this study was to determine the association between organisational sustainability and e-HRM practises. The study made use of both primary and secondary data. A systematic questionnaire was used to obtain data from 387 respondents. SPSS was used to do correlation and regression analysis on the data. A substantial and favourable link was discovered between organisational sustainability and EHRM practises.

Girisha M. C., Dr. K. Nagendrababu (2020) Since the phrase "e-HR" originally appeared in the 1990s, when e-commerce began to dominate the commercial sector. Recent technology advancements have resulted in "business at the speed of thought" and a "paperless office" where every operation is based on real time with actual information. At the start of e-HRM, e-HR referred to executing human resource transactions utilising internet technologies. This research also gives specific insight into how human resource management is evolving their function with a new technological wave known as E-HRM, as well as a study of the framework, role, and repercussions of the EHRM process in organisations.

NEED FOR THE STUDY

Globalisation has increased competition in the business world. Firms are now fighting outside national boundaries, which pose a survival challenge for them. The success of today's business firms ultimately requires effective resource utilisation. According to Gryphon (2006), management is the process of managing an organization's resources. In his book "Management," he mentions four types of resources: financial resources, physical resources, information resources, and human resources. Without a doubt, the utilisation of other resources is dependent on the calibre of human resources.

The main goal of the interview is to find the best candidate for the job. The value of doing an effective interview is also increasing. There was no agreement among HR experts on effective interview techniques. There are a number of existing literatures on effective interview techniques, but very few exist on a systematic approach to conducting an effective interview. This research aims to create a systematic approach to E-HRM practises in order to conduct an effective interview in its industries.

STATEMENT OF THE PROBLEM

Because the importance of an effective interview is undeniably high, there are a plethora of literatures on the importance of effective interview techniques. However, there are very few literatures on a complete interview process that shows employers a clear path for selecting the right employees. Many techniques are available with new technology applications, however the problem arises when these techniques are used in a concrete manner. A systematic approach to interviewing will make it easier for HR managers to select the right person for the right job. With the use of innovative technology, this study attempts to provide a systematic approach to conducting an effective interview.

OBJECTIVES OF THE STUDY:

1. To analyse the E-HRM practices in Datayaan solution pvt ltd.
2. To measure the impact of E-HRM practices on employees' performance.
3. To suggest measures for the improvement of E-HRM practices in Datayaan solution pvt ltd.

HYPOTHESIS

H0a: There is no significant difference between Employee services and E-HRM practices.

H1a: There is a significant difference between Employees services and E-HRM practices.

H0b: There is no significant relationship between EHRM and Organization development.

H1b: There is significant relationship between EHRM and Organization development.

RESEARCH METHODOLOGY

Field survey questionnaires will be used to collect relevant primary data. Data would be collected on E-HRM applications in their industries. Human Resource Managers and other personnel, including employees of Datayaan Solutions Pvt. Ltd., are involved in this research. To identify respondents and administer the online survey, the Purposive Sampling Method is used. The questionnaire was mailed to 150 pre-identified professionals, but only 120 responded, and their responses were deemed useful for further analysis.

DATA ANALYSIS

ANOVA

H0a: There is no significant difference between Employee services and E-HRM practices.

H1a: There is a significant difference between Employees services and E-HRM practices.

Oneway (Anova)

Descriptives

EHRM practices are motivating employees to work effectively.

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	51	2.18	1.108	.155	1.86	2.49	1	5
2	69	2.42	1.311	.158	2.11	2.74	1	5
Total	120	2.32	1.230	.112	2.09	2.54	1	5

ANOVA

EHRM practices are motivating employees to work effectively.

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.743	1	1.743	1.154	.285
Within Groups	178.223	118	1.510		
Total	179.967	119			

Interpretation:

Since p value (0.285) is greater than 0.05. We accept the Null hypothesis and reject the Alternative hypothesis. Hence There is no significant difference between Employee services and E-HRM practices.

Inference:

Hence there is no significant difference between Employee services and E-HRM practices.

REGRESSION

H0b: There is no significant relationship between EHRM and Organization development.

H1b: There is significant relationship between EHRM and Organization development.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.149 ^a	.022	.014	1.301

- b. Predictors: (Constant), EHRM practices in your company is improving recruitment & selection practices.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.895	.289		6.565	.000
EHRM practices in your company is improving recruitment & selection practices.	.170	.104	.149	1.632	.105

- a. Dependent Variable: E-HRM is an improvement for the organisation.

Interpretation:

Since p value (0.000) is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence There is significant relationship between EHRM practices and Organization development.

Inference:

There is significant relationship between EHRM and Organization development.

FINDINGS

- In ANOVA analysis the p value (0.285) is greater than 0.05. We accept the Null hypothesis and reject the Alternative hypothesis. Hence There is no significant difference between Employee services and E-HRM practices.
- In Regression Analysis the p value (0.000) is less than 0.05. We accept the alternate hypothesis and reject the null hypothesis. Hence There is significant relationship between EHRM practices and Organization development.

SUGGESTIONS:

- Employees' overall attitude towards E-HRM was good. This was mostly due to perceived simplicity of use and utility. As a result, organisations that were previously hesitant to use e-HRM may now begin to adopt it.
- Employees were pleased with the E-HRM practices implemented in their organization. As a result, implementing e-HRM for numerous HR operations would be beneficial to organizations.
- Another critical consideration was system security. Organisations must ensure that data is protected throughout E-HRM adoption and must apply strong data accessibility procedures.
- The most significant problem was a lack of qualified instructors. To deal with technological upgrades, organisations must assure the availability of qualified instructions. If feasible, they should have a distinct department dedicated to contacting the necessary persons.
- The E-HRM period must be altered to improve the average overall performance of venture e-training programmers, e-Induction, and e-Orientation through internet era that allows you to usher in high ability capability degree of employees.

CONCLUSION:

The current study investigated the effect of e-HRM on several functions at Datayaan Solution Pvt Ltd. With fresh inventive concepts, e-HRM supports in executing HR functions in the technological era. To improve the competency level of HR activities, e-HRM activities such as e-recruitment, e-selection, e-training, e-learning, e-compensation management, and e-performance management are required. The study objectives were met with the use of a questionnaire in which the research objectives were explicitly stated using distinct statements generated by the researcher or standardised statements.

E-hrm introduces a new phenomenon to datayaan solution pvt ltd. This allows managers and applicants to have access to information on HR practises and locate the correct individual at the right moment. Regardless of the demographic profile of the candidate, every job seeker may simply find the position and attend the recruiting process. Datayaan solution pvt ltd's proper application of e-hrm practises. Enhances work life quality. E-hrm technology is a method of implementing human resource strategies that may be modified as needed. According to this report, the goal of e-hrm practise is to improve the quality of work life and minimise costs for businesses.

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