



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore - 641 107

An Autonomous Institution

Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai



DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit II - EHRM

Topic 1: ELECTRONIC HUMAN RESOURCE MANAGEMENT



EHRM

Definition:

- ▶ e-HRM refers to conducting business transaction using internet along with other technologies.
- ▶ e-HRM as a way of implementing HR strategies, policies and practices in organizations through a conscious and directed support and/or with the full use of web-technology based channels.





EHRM -NEEDS & GOALS

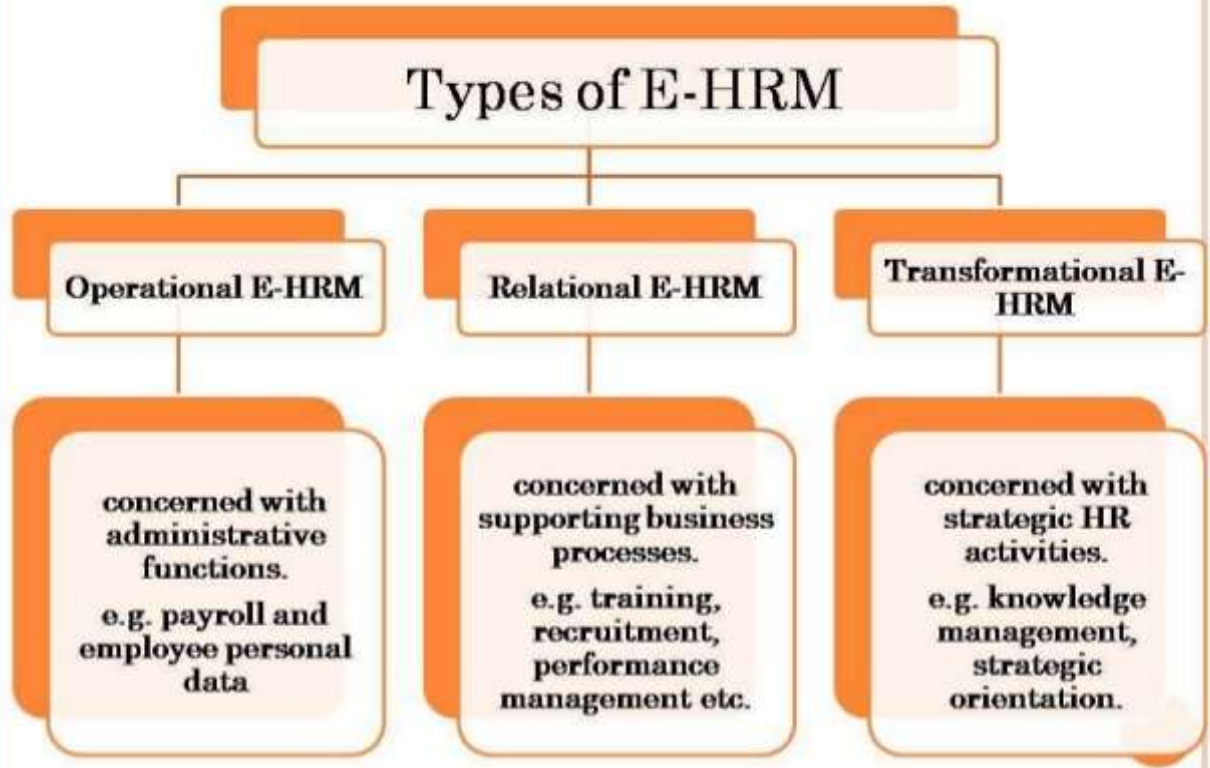
NEEDS:

- ▶ Reduce paper work
- ▶ Flexible working
- ▶ To save time

GOALS:

- ▶ To help in improving the strategic orientation of HRM.
- ▶ To gain cost reduction/efficiency in their working
- ▶ To give improved client services and facilitating management and employees.
- ▶ To improve the strategic role of HRM
- ▶ To reduced administrative HR work, and improving employees' satisfaction with HRM services.







EHRM ACTIVITIES

- ▶ E-Recruitment
- ▶ E-Training
- ▶ E-Performance Support Systems (EPSS)
- ▶ E-Payroll
- ▶ E-Benefits
- ▶ E-Self Service Human Resource
- ▶ E-Time and Labour
- ▶ E-Enterprise Human Resources





ADVANTAGES & DISADVANTAGES OF EHRM

◀ ADVANTAGES:

- ◀ Advantages to business
- ◀ Advantages to HR division
- ◀ Advantages to Employees.

◀ DISADVANTAGES:

- ◀ Security and confidentiality
- ◀ Alienates staff members
- ◀ Unacceptance of web-based tools.



RECAP

QUESTIONS???

THANK YOU