Study The Influence of E-HRM on Perceptions of Job Satisfaction

Khushboo Gaur, Research Scholar, Department of Management, Mewar University, Gangrar
Dr. Tina Bansal, Professor, Department of Management, Mewar University, Gangrar
Dr. Anoop Pandey, Professor, Department of Management, Mewar University, Gangrar

ABSTRACT

Introduction: *Electronic human resource management, often known as e-HRM, is being introduced into businesses on the presumption that it will lead to the achievement of the goals set out by the respective businesses.*

Aim of the study: *the main aim of the study is Study the Influence Of E-HRM On Perceptions of Job Satisfaction*

Material and method: *For the purpose of the research, a total of around 227 colleges in Indore and about 250 colleges in Delhi NCR were located.*

Conclusion: *E-HRM is an extremely important component in the standardization of the many different workflows and procedures that are directly or indirectly connected to human resource management.*

1. INTRODUCTION

1.1 ELECTRONIC HUMAN RESOURCE MANAGEMENT (E-HRM) CONFIGURATION FOR ORGANIZATIONAL SUCCESS

Electronic human resource management, often known as e-HRM, is being introduced into businesses on the presumption that it will lead to the achievement of the goals set out by the respective businesses. The empirical data, on the other hand, suggest to a mix of planned and unforeseen effects as a result of such implementation. It is not obvious how the usage of e-HRM can only provide the value that is intended for enterprises. Several studies have been carried out in order to determine the value that is produced via the use of e-HRM. The conclusions of the research have, up to this point, proven inconclusive. It has been discovered that the adoption of electronic human resource management systems may both boost and decrease efficiency, can empower, and disempower personnel, and can both cut and increase headcount. When considering the financial investment required to operationalize the phenomena, such discrepancies are damaging to the process of implementing electronic human resource management systems in enterprises. The complexity of e-HRM is to blame, at least in part, for this muddled image. Instead of being a function of a single dimension, the phenomena is more accurately described as a mixture of numerous dimensions. There is now widespread agreement that a single kind of electronic human resource management system is inadequate, but that numerous contextual kinds of e-HRM may give rise to the appropriate level of organizational effectiveness. "The utilization of electronic HRM is only one aspect that contributes to the generation of HR value; contextual facilitating factors are also of a great deal of importance." These contextual aspects or dimensions include things like the size of the firm, the amount of competition in foreign markets, the level of complexity in information technology (IT), the age of the workers and their level of education, and the degree to which the HR function is involved in the design and implementation of the strategy.

2. LITERATURE REVIEW

Alnawafleh, Enas& al-sharari (2019) The world has become more complicated, dynamic, and unpredictable as a result of recent advancements in information and communication technologies brought about by globalization. Because of this, in order to meet the very competitive needs of the higher education market, they often look for innovative techniques that would set them apart from their rivals. As a direct consequence of this, the use of electronic and human resources emerged as an essential component in the process of accomplishing their goals. The goal of this research is to investigate the connection between implementing E-HRM and achieving a high level of sustainability performance (SP), both directly and indirectly, via the incorporation of labor productivity (LP) and organizational agility (OA) factors, in a theoretical and practical setting respectively. In order to evaluate this model, a quantitative method that was based on the questionnaire technique was used. Using a method known as proportional random sampling, 370 questionnaires were sent out to professors working at Jordan's public institutions. The data was analyzed using the Structural Equation Modeling (SEM) approach, and SPSS and Smart PLS were utilized for the study. The investigation revealed that E-HRM had a significant impact on both LP and SP, and that LP had a constructive effect on SP. In addition, the research revealed that LP played a key role as a mediator in the connection that exists between E-HRM and SP. In conclusion, the findings demonstrated that OA acts as a moderator in the connection between e-HRM and the SP route at public universities in Jordan. The conclusions of the research are beneficial to a wide variety of company sectors,

particularly those who are worried about emerging practices in e-HRM and business practices that encourage sustainability. The researcher advises expanding the scope of the study to include other Jordanian industries and undertaking more research on E-HRM.

Suranglikar, Mr &Upadhyay, Aditya (2019) The purpose of this research was to provide an overview of the diversity-related practices of Human Resource Management (HRM) and Electronic Human Resource Management (E-HRM), as well as the relevance of these practices in the workplace. The analysis clarifies the relevance, capacities, and applications of HRM and E-HRM practices inside an organization, and it places an emphasis on the significance of e-HRM practices in the process of working to improve authoritative performance. This research investigates how electronic human resource management (e-HRM) affects the efficiency of a business. Review method, which is the key instrument for the analysis of the literature review in the present research. According to the results, for a company to have the capability to satisfy the requirements of today's knowledge-based economy, there must be an almost necessary growth in the potential of the human resources available. This is an aim that e-HRM may be able to aid with by improving the skills and information related to human resources in order to place more emphasis on employee performance.

Alredaisy, Samir (2019) The purpose of this research is to rank the amount of effect that various human resource management HRM practices have on the performance of teaching staff members in the faculty of Education at the University of Khartoum; and to focus further emphasis on the significance of the factors that have the most impact. A survey was given to the teaching staff in order to gather data in order to investigate their experiences. SPSS was used in order to evaluate the hypothesis. The findings of the total sample demonstrated that HRM practices had a favorable and substantial effect on staff members. The findings also indicated that most participants were males; mid-age individuals in the age ranges of 30-39 and 40-49; PhD holders (57.5%); and assistant professors (45%). The future initiatives of the University of Khartoum might make advantage of the potential chances offered by HRM practices for the advancement and development of staff members. Universities are up against difficulties to enhance the performance of their teaching staffs in order to keep up with the severe rivalry that exists between universities, to supply and raise the quality of work, and to manage how staff resources are used.

Stamenkova, Liljana&Dimitrovska (2019) The Corona virus epidemic has been a major source of issues for the human resource management industry for the last three years. This is the primary source of inspiration for this study, which explores the most recent developments in the area of human resource management. Unavoidably, the COVID-19 has had an impact on all organizations worldwide. Managers and human resource management (HRM) professionals have expressed worries about the pandemic's impact on the firms' complicated and difficult internal and external environments. They must thus come up with fresh approaches to assist their staff in surviving this unusual situation. The major goal of the study is to assess how the Corona Crisis has affected the contemporary workplace, specifically how the pandemic has affected HRM trends and practices. This essay's goal is to investigate developments in the area of human resource management from the viewpoint of the employee.

Veerasamy, Udhayageetha&SammanasuPhd (2019) The purpose of the present research is to investigate how employee green behavior (EGB) is impacted by green human resource management (GHRM) methods. We performed this study in the setting of India, one of the nations that make up the South Asian subcontinent. The ability, motivation, and opportunity (AMO) framework and the Social Identity Theory (SIT) served as the foundation for our conceptual model, which we first created. The model was then put to the test using information gathered from 191 professors from higher education institutions in southern India. Prior to testing the hypotheses using hierarchical regression, we examined the instrument's psychometric qualities.

3. METHODOLOGY

3.1 SAMPLE

Higher Educational Institutions are all such institutions (Universities through affiliated colleges) that offer higher education to the enrolled students. This includes all post-secondary education, training, and research guidance at education institutions that are authorized as institutions of higher education in India by the primary governing body at the tertiary level, which is the University Grants Commission. Higher Educational Institutions in India are referred to as HEIs. In the context of this investigation, the three types of higher education institutions that were taken into consideration were government, private, and semiprivate. The institutions that were contacted provided a variety of specialized courses in fields such as the arts, commerce, engineering, management, agriculture, medicine, nursing, law, and others. These courses ranged from general to highly specialized.

3.2 Sampling Methods and Sample Size

For the purpose of the research, a total of around 227 colleges in Indore and about 250 colleges in Delhi NCR were located. in accordance with the demographic statistics shown here. The selection of the sample was done by using judgment sampling since there was no sampling strategy available. There was a total of 446 surveys gathered, with 46 of them being disqualified owing to answer inaccuracy. The sample, consisting of 400 different responders, has been completed.

4. RESULTS

4.1 DEMOGRAPHIC PROFILE OF THE STUDY

4.1.4 Age of the Respondents

We provided our respondents with the option to choose their age group from one of four brackets, and they did so in the following proportions: 132 (33%) of respondents were between the ages of 19 and 25 years old; 136 (34%) of respondents were between the ages of 26 and 45 years old; 131 (32.8%) of respondents were between the ages of 46 and 60 years old; and we had one respondent who was older than 60 years old.

Table 4.1 Comparison based on Age of the Respondents

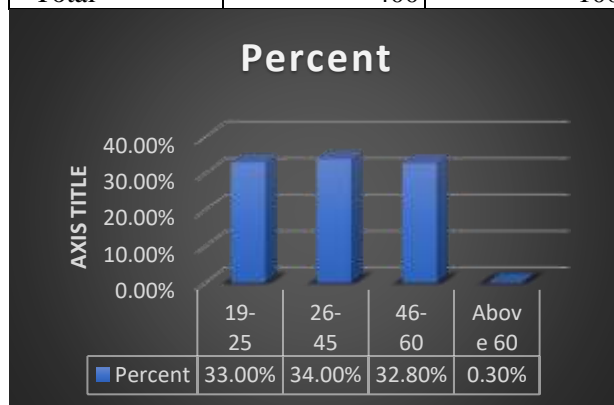| Category	Frequency	Percent
19-25	132	33.0%
26-45	136	34.0%
46-60	131	32.8%
Above 60	1	0.3%
Total	400	100.0%

Figure 4.1 Comparison based on Age of the Respondents

4.1.5 Qualification

The qualifications of the respondents were divided into three categories: those with an undergraduate degree or a graduate degree got a total of 115 (28.8%) responders; those with a postgraduate degree or graduate degree received a total of 190 (47.5%); and those with a doctoral degree received a total of 95 (23.8%) responses.

Table 4.2 Comparison based on Qualification of the Respondents

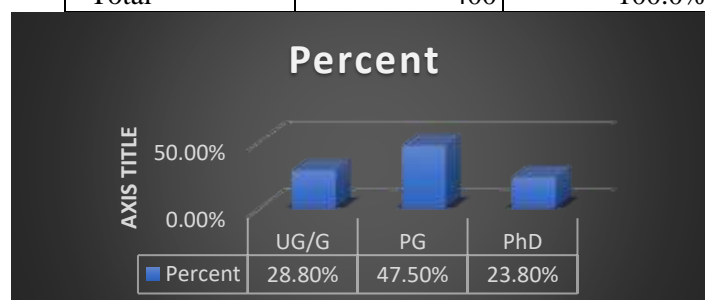| Qualification	Frequency	Percent
UG/G	115	28.8%
PG	190	47.5%
PhD	95	23.8%
Total	400	100.0%

Figure 4.2 Comparison based on Qualification of the Respondents

4.2 TO COMPARE THE PERCEPTION OF DIFFERENT JOB SATISFACTION ON THE EFFECT OF E-HRM USAGE

Table 4.3 Descriptives Effectiveness

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Faculty	103	4.1227	.39147	.03857	4.0462	4.1992	3.00	5.00
Management	94	4.0271	.54608	.05632	3.9152	4.1389	1.82	5.00
Staff	97	4.1331	.41599	.04224	4.0492	4.2169	2.91	5.00
Student	106	3.6887	.66520	.06461	3.5606	3.8168	1.00	4.91
Total	400	3.9877	.54838	.02742	3.9338	4.0416	1.00	5.00

Table 4.4 Test of Homogeneity of Variances Effectiveness

Levene Statistic	df1	df2	Sig.
3.951	3	396	.009

The null hypothesis that the variance is the same in all four groups does not stand up to scrutiny since the Levene test value is not significant (p less than.05).

Table 4.5 ANOVA Effectiveness

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	13.551	3	4.517	16.805	.000
Within Groups	106.439	396	.269		
Total	119.989	399			

Table 4.6 Robust Tests of Equality of Means Effectiveness

	Statistic[a]	df1	df2	Sig.
Welch	12.873	3	215.876	.000

The Welch statistic (3, 215, 876) =12.873, which indicates that p is less than.05 at the 5% level of significance. As a result, the null hypothesis cannot be accepted, and we may draw the conclusion that there is a significant difference in the impact of E-HRM use in relation to the effectiveness amongst stakeholders. Since the premise underlying ANOVA was broken, namely that there is no homogeneity of variance across the groups, the Welch test was given instead of ANOVA's results.

Post Hoc Tests

Table 4.7 Multiple Comparisons
Dependent Variable: Effectiveness
Tukey HSD

(I) Category of Respondent (Select Any One)	(J) Category of Respondent (Select Any One)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
Faculty	Management	.09560	.07395	.568	-.0952	.2864
	Staff	-.01040	.07335	.999	-.1996	.1788
	Student	.43400*	.07173	.000	.2489	.6191
Management	Faculty	-.09560	.07395	.568	-.2864	.0952
	Staff	-.10600	.07504	.492	-.2996	.0876

	Student	.33840*	.07345	.000	.1489	.5279
	Faculty	.01040	.07335	.999	-.1788	.1996
Staff	Management	.10600	.07504	.492	-.0876	.2996
	Student	.44440*	.07285	.000	.2565	.6323
	Faculty	-.43400*	.07173	.000	-.6191	-.2489
Student	Management	-.33840*	.07345	.000	-.5279	-.1489
	Staff	-.44440*	.07285	.000	-.6323	-.2565

On the basis of several comparisons, the following findings were discovered and reported:
- There is not a substantial difference in the effects of using E-HRM between the academics and management in terms of how well it works. (p > .05)
- There is not a substantial difference in the effects of using E-HRM between the academics and the staff in relation to how well it works. (p > .05)
- The efficacy of using E-HRM varies significantly across students and professors in a substantial way, yet these differences are not insignificant. (p < .05)
- The employment of E-HRM by management and staff does not significantly vary from one another in terms of the effects it has on the performance of the organization. (p > .05)
- There is a huge gap between the effects that using E-HRM has on management and those it has on students in terms of how well it works. (p < .05)
- There is a large gap between the effects that E-HRM use has on staff and those that it has on students in terms of efficacy. (p < .05)

Homogeneous Subsets

Table 4.8 Effectiveness
Tukey HSD

Category of Respondent (Select Any One)	N	Subset for alpha = 0.05	
		1	2
Student	106	3.6887	
Management	94		4.0271
Faculty	103		4.1227
Staff	97		4.1331
Sig.		1.000	.473

The one-way Anova test is used to determine whether there is a substantial difference between the perspectives of the various stakeholders about the impact of the use of E-HRM in terms of its efficacy. Before doing a one-way Anova, it is necessary to conduct a test to see if the variances of the different study groups are homogenous. The Levene's test is performed for the same, and if the p value is more than 0.05, it indicates that the data are homogenous. Because the null hypothesis that the variance is the same in all four groups does not hold true, the Levene test result is not significant (.009), and the p value is less than.05. To test the hypotheses, a one-way analysis of variance (ANOVA) is performed, and the results show that the F value is 16.805, and the p value is 0.000, which means that the value is less than.05. Because of this, the null hypothesis is not accepted, and we can draw the conclusion that there is not a significant difference in how different Job satisfaction perceive the effect of E-HRM usage in terms of its effectiveness.

5. CONCLUSION

E-HRM is an extremely important component in the standardization of the many different workflows and procedures that are directly or indirectly connected to human resource management. It makes it possible to automate most of the tasks that are associated with human resource management and makes the process easier. Most significantly, it assists in reducing the amount of documentation that must be completed. Enhancing the effectiveness of the Human Resource Management is made easier as a result of this. It is the capacity of E-HRM as a system to enable all the stakeholders of an educational institution, such as students, staff, faculty, and management, that maximizes its potential as a very valuable instrument for the efficient administration of HRM. These stakeholders include: students, staff, faculty, and management. It makes it simpler to upload and access material that has been recently updated in areas such as attendance management, lecture schedules, lecture notes, research repositories, examinations, and evaluations, among other things. It was determined that the

most important indications of the impact of using E-HRM in educational institutions of higher learning are effectiveness, promptness, upgrading, and cost reduction. When it comes to efficacy, promptness, and upgradation, the perspectives of various stakeholders on the effects of using E-HRM software significantly diverge from one another. Regarding decrease, however, there is not a major gap in perspective among the various stakeholders. It has been discovered to be much more helpful for the teachers, staff, and administration; as a result, their impression of the influence will be different from that of the students. E-HRM offers a structured and professional approach to management of tasks such as leave management, pay roll management, performance management, rewards and recognition management, career management, and other similar operations. The more effective and efficient method of operating that is made possible by the fully integrated computerized HR system makes a significant contribution to a greater level of employee satisfaction.

REFERENCE

1. Alnawafleh, Enas& al-sharari, Fayiz&Alsheikh, Ghaith&Risheed, Ruba. (2019). ENHANCING THE SUSTAINABILITY PERFORMANCE THROUGH E-HRM AND UNVEILING OF THE LABOUR PRODUCTIVITY AND ORGANIZATIONAL AGILITY IN THE JORDANIAN PUBLIC UNIVERSITIES. International Journal of eBusiness and eGovernment Studies. 14. 242-263.
2. Suranglikar, Mr &Upadhyay, Aditya. (2019). HRM vs. E-HRM : AN ANALYTICAL REVIEW. 10.13140/RG.2.2.19434.08647.
3. Alredaisy, Samir. (2019). The Influence of Some Human Resource Management Practices on Teaching Staff's Performance in The. International Journal of Multidisciplinary Research Review. 5.
4. Stamenkova, Liljana&Dimitrovska, Marija&Stošić, Lazar. (2019). TRENDS IN HUMAN RESOURCE MANAGEMENT IN THE LAST THREE YEARS - EMPLOYEE PERSPECTIVES. SCIENCE International Journal. 2. 31-36. 10.35120/sciencej020131p.
5. Veerasamy, Udhayageetha&SammanasuPhd, J Michael &Parayitam, Satyanarayana. (2019). Green Human Resource Management and Employee Green Behaviour: Participation and Involvement, and Training and Development as Moderators. South Asian Journal of Human Resources Management. 232209372211443. 10.1177/23220937221144361.
6. Noor, Khairunneezam& WAN RAZALI, WAN MOHD FAZRUL AZDI &Mutalib, Mahazan. (2018). Human Resource Management Practices and Job Satisfaction of Academics in Malaysian Higher Education Institutions. 974-5823.
7. Alajlani, Sami &Yesufu, Lawal. (2018). The impact of human resource practices on employee retention: A study of three private higher educational institutions in the United Arab Emirates. SA Journal of Human Resource Management. 20. 10.4102/sajhrm.v20i0.1823.
8. Farhan, Abedallah& Hatem, Galal. (2018). The impact of HRM practices on faculty members' performance in the higher education institutions in the era of the Covid-19. International Journal of Early Childhood Special Education. 14. 2018. 10.9756/INT-JECSE/V14I3.112.
9. Qtaishat, Ruba&Farmanesh, Panteha. (2018). The Impact of New Human Resource Management Practices on Innovation Performance during the COVID 19 Crisis: A New Perception on Enhancing the Educational Sector. Sustainability. 14. 2872. 10.3390/su14052872.
10. Tamang, Sushma& Mishra, Anjay. (2018). Green-HRM Trends and their Effects on Educational Institutions Workplace. Journal of Advanced Research in HR & Organizational Management. 09. 10.24321/2454.3268.201801.