E-HRM Practices' Components: A Study Concerning Indian Information Technology (IT) Companies

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Abstract: This paper aims to explain electronic management of human resources (e-HRM) and to introduce its components and operations. Additionally, we look at how different independent variables - like dedication to organisation, professional commitment, and work satisfaction affect HRM's efficacy as a dependent variable. Through cluster sampling of human resources directors, data are collected. The study hypotheses are investigated using data from a specifically created questionnaire and multiple linear regression analysis. Based on the experts' assessment, e-HRM solutions might improve HRM production in IT organisations even if the findings show that they are not frequently utilised. Ultimately, a methodology have been set up for evaluating the various e-HRM practice components.

Keywords: e-HRM, Information Technology, Practices, Organisation

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