

## ELECTRONIC HUMAN RESOURCE MANAGEMENT

Sem	Subject code	Category	Lecture		Theory		Credit
			Total Hrs	Hrs per week	Total Hrs	Hrs per week	
III		Core paper - XII	90	6	90	6	5

### COURSE OBJECTIVE:

The main objective is to understand the importance of technology and the role played by technology in HRM practices of an organisation.

### COURSE OUTCOMES:

**On Successful completion Of the Course the student will be able:**

CO Number	CO STATEMENT	Knowledge level(K1-K4)
CO1	To understand the basic concepts of electronic HRM	K2
CO2	To make students aware of the functional areas of electronic HRM with special attention to e-Recruitment and e- Selection	K2 & K3
CO3	To make them understand the role of e-job analysis and the importance of electronic training.	K2, K3, K4
CO4	To understand and implement the various concepts of electronic compensation and its impact on employees.	K2, K3, K4
CO5	To make them aware of the various software packages available and to implement them in the organisation	K2, K3

**K1 – Remember; K2 – Understand; K3 – Apply; K4 – Analyze**

## MAPPING WITH PROGRAMME OUTCOMES

<b>COS</b>	<b>PO 1</b>	<b>PO 2</b>	<b>PO 3</b>	<b>PO 4</b>	<b>PO 5</b>	<b>PO 6</b>
<b>CO1</b>	M	S	S	S	M	S
<b>CO2</b>	S	M	S	S	S	S
<b>CO3</b>	S	S	S	M	S	S
<b>CO4</b>	M	S	M	S	S	M
<b>CO5</b>	S	S	S	S	M	S

**S – Strong ;**

**M – Medium;**

**L – Low**

### UNIT –I INTRODUCTION TO ELECTRONIC HRM

**20 hrs**

**Introduction of e-HRM :** Evolution of e-HRM - Objectives of e-HRM – Scope of e-HRM– Difference between HRM and e-HRM. Types of e-HRM – Operational e-HRM- Relational e-HRM- Transformational e-HRM.- Elements of e-HRM – Goals of e-HRM- Advantages and Disadvantages of e-HRM – Role of e – HRM – Nature of e-HRM - Impact of e-HRM on Organisation Behaviour – Factors influencing e – HRM .

### UNIT –II FUNCTIONAL AREAS OF E-HRM

**20 hrs**

**Electronic Employee Profile :** e-Recruitment – Elements of e-Recruitment – Advantages and disadvantages of e-Recruitment – Different sources of e-Recruitment – Effectiveness of e- Recruitment –Process of e-Recruitment -e-Recruitment in India – e – recruitment in Globalization - e-Selection – Process of e-Selection – Advantages and disadvantages of e – Selection. E-Performance Management – Importance of e-performance management

**UNIT-III      ELECTRONIC JOB ANALYSIS AND DESIGN AND  
ELECTRONIC- TRAINING**

**15 hrs**

**Electronic Job Analysis and Design :** Electronic Training - Introduction – Nature of e- Training – Importance of e-Training – Types of e-Training – e-Training Process – Advantages and disadvantages of e-Training - Blended Training – Slipped training.

**UNIT – IV    ELECTRONIC COMPENSATION SYSTEM**

**20 hrs**

**E-Compensation :** Introduction – Types of e-Compensation – e-Compensation Systems - Need for e-Compensation – Importance of e-Compensation - Procedure for e-Compensation – Software for e-Compensation – Benefits of e-Compensation.

**UNIT -V      SOFTWARES FOR ELECTRONIC HRM**

**15 hrs**

**Softwares :** SAP – HR Payroll accounting Module – Bio Red - Electronic technology in Employee Overtime Management – ERP – Electronic HR Record – e-HRM Challenges and Opportunities - e-HRM in India.

**TEXT BOOKS:**

Sl. no	Authors	Title	Publishers	Year of publication
1	V.S.P.Rao	HRM	Taxmann	2016
2	K Aswathappa	HRM	McGraw Hill	2017
3	Mohan Thite	e-HRM	Taylor & Francis Ltd	2018

**REFERENCE BOOKS:**

Sl. n o	Authors	Title	Publishers	Year of publication
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<b>1</b>	Majid Reza M.	The role of information technology in HRM practice	Journal	2011
<b>2</b>	Hai.G.Guetal & Dianna L.Stone	The Brave new world of e-HR	Wiley India	2003

### **TEACHING METHODOLOGY:**

- 1.Chalk& Talk
2. Lecture
3. Seminar
4. Assignment
5. Chart preparation
6. PPT
7. Group Discussion
8. You tube class
9. Case study
10. Role play

### **SYLLABUS DESIGNER:**

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