

**THE NEXT GENERATION HUMAN RESOURCE
MANAGEMENT: A CONCEPTUAL CLARIFICATION**

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Abstract

The manufacture of hardware and software as well as industrial production is undergoing the most obvious changes. However, management has also long used decision support systems. IT is given an exceptional spot in the organization of human resource (HRM). The use of web-based technology to deliver human resource management services inside an organisation to a wider variety of stakeholders, from the HRM department through managers to employees, is known as electronic human resource management (e-HRM). In order to better understand the role of this system as one of the most influential and affected fundamental components in capacitating the globalisation paradigm by relying on its dimensions, this paper aims to highlight the concept of e-HRM, its most significant description, compensation, and possible drawbacks. Additionally, it recommends a verifiable model to portray the nature, objectives, arrangements, and utilizations of the E-HRM framework.

Keyword

HRM, E-HRM, Information Technologies, Globalization.

1. Introduction

The explosive growth of the Internet over the last decade has not only facilitated the acceptance and use of electronic human resource management, but it has also aided that growth (e-HRM). Since the early research on the intersection of web-based technologies and human resource management [1,] several definitions of the phenomenon subsequently referred to as e-HRM have been published. When e-HRM was originally presented, it was referred to

as virtual HR(M), web-based HRM, and intranet-based HRM.

In some definitions, using the Internet or an intranet to accomplish HR transactions is referred to as e-HRM [2]. As a result, if a researcher employs such a criterion, the value offered by e-HRM is likely to be assessed as an improvement in administrative HR operations. Employee engagement and workforce alignment may be neglected as transformational consequences of e-HRM in this context.



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