

LINKING E-HRM PRACTICES AND HR EMPLOYEES PERFORMANCES

BY

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Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
	10, March 2021	University	Questionnaire discussed	
	22, March 2021	University	Final Questionnaire Approval	
	4, April 2021	University	Data Collection Discussion	
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APPROVAL FOR EXAMINATION

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Dedication

This study is dedicated to my parents who supported me at every stage and become the source of my spiritual, moral and financial support. They always encouraged me to move forward and put my efforts towards the work.

Furthermore, I would like to dedicate this work to my supervisor “Farwa Abbas” who guided me and become available for me during the completion of the research. Without her motivation and support, I would not be able to complete this project. She always provided me better suggestion that helped me improving my work with patience and hard work.

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I am also thankful to all my friends and family who helped me distributing questionnaire and getting responses from people. I am also thankful to them for dealing me with patience when I got panic. This research is the hard work of many people even those who are indirectly associated with it.

Abstract

Purpose

The world is getting digitalized and in this competitive environment, it has become important for the organizations to adopt digital HR practices that will help them in improving services and gaining competitive advantage. Digitalization gives rise of electronic HR practices, Electronic HR can be defined as the use of web based technologies in HR related transactions in order to create value. The main aim of this research is to investigate the impact of Electronic HRM practices on HR employee's performance. The e-HRM practices are divided into 4 dimensions e-recruitment, e-compensation, e-training & development and e-performance management. Whereas, HR employees performance is measured by two dimensions that are, cost efficiency and HR service quality.

Methodology and Design

The population of this research are employees working in HR department in various organizations. The sample size is 160 based on convenience sampling technique. The data is collected through questionnaire. The questions were based on 5 point Likert scale. The technique used for data analysis in this research is Smart-PLS.

Findings

The findings indicated that the overall model has positive impact on HR employees' performance. The e-recruitment and e-compensation do not have positive impact on cost efficiency. Apart from these two hypothesis, all other hypothesis are accepted and showed significant positive impact on dependent variables.

Limitations:

This study is limited to HR department only, data is collected from HR employees. Moreover, the study is limited to Pakistani context only. The research only considers 4 variables (e-recruitment, e-training, e-compensation and e-performance management) as the

probable determinants of cost efficiency and HR service quality. Some other variables can also be considered that may have impact on cost efficiency and HR service quality.

Practical Implications

The study highlights that e-HRM practices improves the HR service quality, it will further have positive impact on employee productivity. It provides managerial implications that if managers want to increase HR service quality in their organizations, they should plan to invest towards the digitalization of HRM. It also provides opportunities to all the companies to adopt technology in order to gain competitive advantage and achieve strategic objectives.

Keywords

E-HRM practices, Digital HRM, Cost efficiency, HR service quality, Electronic human resource management (e-HRM)

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