

E- HRM, WORKFORCE AGILITY AND ORGANIZATIONAL PERFORMANCE: A REVIEW PAPER TOWARD THEORETICAL FRAMEWORK

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Abstract: This paper focuses on review of literature regarding electronic human resource management followed by a revision of studies related to organizational performance and workforce agility. Generally, the paper provides a model to integrate the variables of electronic human resource management, workforce agility and organizational performance. The result of the review is employed to develop the study's theoretical framework. The framework comprises of an integrated literature and models of electronic human resource management adoption, and electronic human resource management implementation at the firm level, workforce agility and organizational performance.

Keywords: Electronic Human Resource Management, Workforce Agility, Organizational Performance, Theoretical Framework.

1. INTRODUCTION

Electronic Human Resource Management (E-HRM) was first defined in the late 1990s when e-commerce was expanding throughout the business world (Kovach, Hughes, Fagan & Maggitti, 2002; Olivas-Lujan, Raminéz & Zapata-Cantu, 2007). In this regard, E-HRM has been interchangeably used with virtual HRM, human resource (HR) intranet, web-based HR, computer-based human resource management systems (CHRIS) and HR portals.

According to Panayaotopoulou, Vakola and Galanaki (2007), as technology is enhanced, organizations can make use of information systems for the management of significant number of HR processes effectively and in turn, this would contribute to making strategically significant information and knowledge available in order to enhance competitive advantage. The organizational core is formed by HR and thus, no matter how advanced the manufacturing procedure is or how revolutionary the product is that needs conceptualization, it entails qualitative and quantitative methods along with the entire breadth of HRM.

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Proceedings of the 11th International Conference on Business, Accounting, Finance and Economics (BAFE 2023) Yuen Onn Choong, Fanyu Chen, Keng Soon William Choo, Voon Hsien Lee, Chooi Yi Wei, 2023-12-29 This is an open access book The Faculty of Business and Finance Universiti Tunku Abdul Rahman UTAR is pleased to organize the 11th International Conference on Business Accounting Finance and Economics BAFE 2023 on 25th October 2023 in hybrid mode via Online meeting with Zoom platform and physical mode at UTAR Kampar Campus This conference aims to bring together researchers to present up to date works that contribute to new theoretical methodological and empirical knowledge The Effect of Information Technology on Business and Marketing Intelligence Systems Muhammad Alshurideh, Barween Hikmat Al Kurdi, Ra'ed Masa'deh, Haitham M. Alzoubi, Said Salloum, 2023-03-12 Business shapes have been changed these days Change is the main dominant fact that change the way of business operations running Topics such as innovation entrepreneurship leadership blockchain mobile business social media e learning machine learning and artificial intelligence become essential to be considered by each institution within the technology era This book tries to give additional views on how technologies influence business and marketing operations for insuring successful institutions survival The world needs to develop management and intelligent business scenario plans that suite a variety of crisis appears these days Also business and marketing intelligence should meet government priorities in individual countries and minimise the risk of business disruptions Business intelligence the strategies and technology companies that use it to collect interpret and benefit from data play a key role in informing company strategies functions and efficiency However being essential to the success many companies are not taking advantage of tools that can improve their business intelligence efforts Information technology become a core stone in business For example the combination of machine learning and business intelligence can have a far reaching impact on the insights the company gets from its available data to improve productivity quality customer service and more This book is important because it introduces a large number of chapters that discussed the implications of different Information technology applications in business This book contains a set of volumes which are 1 Social Marketing and Social Media Applications 2 Social Marketing and Social Media Applications 3 Business and Data Analytics 4 Corporate governance and performance 5 Innovation Entrepreneurship and leadership 6 Knowledge management 7 Machine learning IOT BIG DATA Block Chain and AI 8 Marketing Mix Services and Branding **Emerging Trends and Innovation in Business and Finance** Rim El Khoury, Nohade Nasrallah, 2023-10-28 This book explores diverse dimensions of innovation in business and finance from a micro as well as macro perspective through various case studies and analyses of trends The previous decade is known as the era of digital transformation and innovation The rise of new technologies is having an impact on the global trends and leading to innovation in business and finance In this competitive market businesses and financial institutions must be responsive to the trends in order to survive and thrive governments must cope with the complex and uncertain

environments by being smart transforming service delivery and implementing smart governance practices and entrepreneurs and investors are faced with alternative sources of finance and investment However keeping up with these trends and innovations is fraught with its own set of challenges Thus it is important to analyze new and emerging technologies and innovations through a myriad of disciplinary lenses This book not only expands conceptual understanding of digital transformation and innovation by presenting strong empirical evidence but also by adding to the vigorous worldwide policy discussion on how to assist businesses in the digital transition The book will be useful to scholars and researchers of business management financial management business economics international business human resources and marketing It will also be of interest to entrepreneurs policymakers academicians and practitioners in the field

[Encyclopedia of Human Resource Management](#) Stewart Johnstone, Jenny K. Rodriguez, Adrian Wilkinson, 2023-02-14 Thoroughly revised and updated to include contemporary terms that have gained importance such as furlough unconscious bias platform work and Great Resignation this second edition of the Encyclopedia of Human Resource Management is an authoritative and comprehensive reference resource comprising almost 400 entries on core HR areas and concepts

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Work and Employment in a Changing Business Environment Stephen Taylor, Graham Perkins, 2021-06-03 Work and Employment in a Changing Business Environment is the definitive textbook for the new CIPD Advanced Level 7 module It provides students with an understanding of the major contemporary trends in the HR business environment and discussion of significant areas of HR and Learning and Development L D activity that derive from or are given additional prominence as a result of environmental developments It provides students with an understanding of ways in which major long term environmental developments affect employment work and people management in organizations as well as a thorough grounding in current and short term developments in the people management environment These areas include globalisation technology the economy labour markets society politics public policy and employment regulation This book also includes expert coverage of how change innovation and creativity can promote improvements in organisational productivity Most importantly this brand new textbook covers the key

elements that students on HR masters courses will need in their future careers including flexibility agility and resilience productivity ethics and values sustainability equality diversity and inclusion wellbeing and working internationally Case studies and examples demonstrate how the theory applies in practice and pause and review boxes will help students think critically about the content Work and Employment in a Changing Business Environment is ideal reading for all postgraduate students on both CIPD and non CIPD accredited courses Online supporting resources include powerpoint slides for every chapter

Legal Frameworks of Human Resource Management Reform Aquino, Jr., Perfecto Gathbonton, Justin, Mercia Selva Malar, Jalagat, Jr., Revenio Cabanilla, 2026-01-13 Legal frameworks shape how human resource management HRM systems adapt to changing economic social and organizational demands As workplaces evolve in response to globalization technological advancement and shifting labor relations reforms in HRM depend on clear fair and responsive legal structures Examining the legal frameworks of HRM reform highlights how laws regulations and institutional policies influence workforce governance employee rights and organizational performance Further exploration may help balance flexibility for employers with protection for workers Legal Frameworks of Human Resource Management Reform explores how laws and regulations shape reforms in HRM practices across different organizations and systems It examines the impact of legal frameworks on employment relations workforce governance and the balance between organizational efficiency and employee rights This book covers topics such as green finance human capital and social security and is a useful resource for business owners government officials policymakers academicians researchers and scientists [Cornell University Courses of Study](#) Cornell University, 2002

The New Workplace David Holman, 2003-02-14 Table of contents **Workforce**, 2007

Business Periodicals Index, 2001 **Fundamentals of Human Resource Management** Raymond A. Noe, John R. Hollenbeck, Barry A. Gerhart, 2021 Revised edition of the authors Fundamentals of human resource management 2020

Organizational Agility and HRM Strategy Nibedita Saha, Aleš Gregar, Petr Sába, 2019 This article intended to emphasize and explicate the conceptual framework of organizational agility that discusses organizational spirit capability flexibility nimbleness and speediness Whereas the key activities of HR specialists involved in operational matters are progressively observed as a source of competitive advantage in today's severely competitive and fast changing markets Similarly it has been a competitive marketplace expansion thus nowadays the situation is really difficult to enhance sustainable growth for the firms side Hence the purpose of this article is to reveal that HR strategy enables organizations or firms to understand the value of internal and external customers knowledge of competitors products technology and sources of competitive advantage It is all important to ascertain that the success of a business is founded along the belief that an organization achieve competitive advantage by making use of its people adequately and efficiently Therefore this article exemplifies some research propositions that how firms can respond rapidly and flexibly to the changing environment without facing market turbulence Following this the research aims to understand whether organizational agility and value of HR can really create a

difference and influence on business performance Finally the result of this study highlights the importance of organizational agility and human resource s effectiveness which have an influence on enhancing organizational performance and competitive abilities **Personnel Management Abstracts** ,2000 Human Resource Management 4.0 Stefan Bikar,2020 Purpose This study seeks to explore the opportunities that could be delivered through a digitized HRM the so called e HRM The purpose of this study is to examine the factors that influence the adoption of operational relational and transformational e HRM practices within German SMEs Furthermore it examines the impact of the three e HRM types on organizational outcomes such as HR service quality or organizational performance Due to the current COVID 19 pandemic the work environment has changed drastically and therefore it was explored whether e HRM could help employees to adapt to this challenge Methodology SMEs in Germany were asked to participate in this study which led to a sample of 56 organizations The provided data was analyzed by applying several tools like Cronbach s alpha multiple regression analyses and PROCESS by Hayes Findings The findings reveal that organizational size is a general determinant of operational and relational e HRM adoption In contrast others such as industry and the average age of employees do not show any correlation Furthermore it was found that relational e HRM practices have a significant positive impact on HR service quality and a slightly significant positive impact on organizational performance It was further explored that HR service quality influences the relationship between relational e HRM practices and organizational performance All three types of e HRM are positively related to the employees adaptability to the COVID 19 pandemic Implications This study is one of the first exploring the link between operational relational and transformational e HRM practices and organizational outcomes by analyzing perceptions of SMEs throughout various industries in Germany This study allows companies to draw conclusions about which e HRM practices could be useful to them Furthermore e HRM proved to be one tool to deal with the challenges of the COVID 19 pandemic HRM and Performance David E. Guest,Jaap Paauwe,Patrick M. Wright,2012-12-19 The link between HRM and performance has become an important policy issue at both a national and a corporate level HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory research and practice A central question throughout is what s next for HRM and what are the keys to the future of managing people and performance

Performance Management for Agile Organizations Tim Baker,2017-02-14 Baker takes on eight dysfunctional people management practices originating from the scientific management and offers practical solutions for changing these practices and increasing organizational agility Agile is the new black Every business now has to be adaptive nimble and ready to pivot managers have to be comfortable with ambiguity and constantly ready for change And yet While agility is regarded as essential for competitive advantage most organizations are still unthinkingly applying people management practices rooted in Frederick Taylor s scientific management philosophy of the early 20th century designed to ensure consistency and

efficiency on production lines but which actively prevent the sort of creativity and flexibility needed in the modern workplace 100 years of scientific management has led to the creation of eight performance myths Myths that impede the agility necessary to compete in the age of the knowledge worker but which are so instinctively embedded in management psyche that they go unchallenged despite the fact that the changing world of work has rendered them dysfunctional and counterproductive Through case studies and examples Baker demonstrates how the right workplace culture for promoting and applying agile decision making consists of eight values shared by employer and employee values that are polar opposite of the values and assumptions of traditional management styles A new psychological contract that enables the collaborative working relationship necessary for agility to flourish

Agile Workforce Planning Adam Gibson, 2021-01-03 As business priorities change and focus shifts to address arising issues HR professionals need to be able to reorganize talent swiftly and plan for future needs to enable the business to succeed It covers how to forecast organizational demand for people resources and skills analyze the gap between supply and demand and most importantly how to fill this gap This book explains how to use agile workforce planning to achieve this Agile Workforce Planning is a practical guide for HR and organization development practitioners needing to align their staff skills and resources with evolving company goals This book also covers how to identify the skills needed in the workforce where these skills are already available and when they re missing how to decide whether to buy borrow or build them Agile Workforce Planning explains how to collect data to calculate and predict staff churn as well as how to use qualitative and quantitative demand modelling to forecast for future needs and provides strategies to address these including lateral internal recruitment There is also expert guidance on horizon scanning scenario planning and how to secure stakeholder buy in and engagement for an agile workforce plan Supported by case studies from companies including Apple Coca Cola Procter Gamble NATO and the UK National Health Service this is essential reading for HR and OD professionals needing to continuously align the talent and capabilities in their workforce with the overall business strategy

From Human Resource Strategy to Organizational Effectiveness Lee Dyer, 1998

The Agile Organization Linda Holbeche, 2018-06-03 In today s volatile and ambiguous world organizations need to have the capacity and flexibility to respond rapidly to changes in their environment both internally and externally The key to retaining this competitive advantage is agility a set of capabilities that help organizations adapt with the full co operation of their employees Packed with helpful checklists tips and advice The Agile Organization is a practical blueprint to building both agility and resilience at individual team and organizational levels This revised second edition contains a new chapter on the latest approaches to agile organization design in light of digitization and customer centricity as well as new and updated case studies from the University of California Berkeley the UK National Health Service NHS SNC Lavalin s Atkins business and General Electric GE It remains the go to guide for HR and OD specialists senior leaders and managers who want to help bring about organizational transformation and build a sustainably agile business while enhancing employee engagement and resilience

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