



E-Human Resource Management: A case study of the State Bank in Pakistan

By

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ABSTRACT

The knowledge-intensifying process of the economy and the correlated rise of organizational networks, with their greater dependency on qualified and committed employees, explain the need for a form of Human Resource Management that meets the demands and needs of the management and the employees of the network organization. Considering this, the requirements for such a form of HRM that become apparent are: on-line applications for HR information, and the tools that are available at any time in any place, and that enable continuous interaction between the employees and the organization. The software industry has developed for the HR professional to make it able to store, sort and retrieve information placed on huge databases. e-HR is the actually a strategic initiative to make the organization propel itself in the information age; by freeing itself from daily operational, monotonous requirements and making it more in tune with the decision making and better understanding of the employees. With the increasing possibilities of providing services to employees and management through Internet and Intranet applications, an HR professional would not be necessary to obtain information from HR policies and practices within an organization.

E-Human resource Management is emerging; it is knocking on the doors of HR departments and even entering without asking. In organizations managerial boards are aware, but little is being done. The research is focused on Pakistan. It is a strategically important country with lots of foreign capital being invested in the country.

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For
Family & Friends

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CHAPTER 1

INTRODUCTION

1.0 INTRODUCTION

Human Resource Management department started with a humble filing cabinet. The records consisted mostly of static information on employees (Hopkins & Markham, 2003). With the passage of time other information came to the forefront such as information on salary, compensation and training aspects. This information was kept in the respective departments but not integrated into one unified database. As things moved on especially with the introduction of computers, specialized programs began to be developed that lead to the Human Resource Information Systems or (HRIS).

From a technical perspective, the IT possibilities for HRM are endless: in principal all HR processes can be supported by IT. E-HRM is the relatively new term for this IT supported HRM, especially through the use of web technology.

The diagram below shows the E-recruitment model presented in modern organizations. The process shows the difference between the traditional and on-line processes. The traditional process has all the hallmarks of simplicity that was common before the advent of Information technology in business. With the coming of information age things have changed so that the advertisement for job can be generated on-line and then the entire process follows suit.

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