E-HRM APPLICATION IN HIGHER EDUCATION ON VARIOUS LEVELS, INCLUDING ADMINISTRATION, TEACHERS, STAFF, AND STUDENTS

Khushboo Gaur	**Dr. Tina Bansal**	**Dr. Anoop Pandey**
Research Scholar	Professor	Professor
Department Of Management	Department Of Management	Department Of Management
Mewar University, Gangrar	Mewar University, Gangrar	Mewar University, Gangrar

ABSTRACT

Introduction:In addition to its function in the scientific and informational industries and the distribution of their findings, higher education is one of the most essential foundations of the growth of human civilizations and instruments of progress.

Aim of the study: the main aim of the study is E-HRMApplication In Higher Education On Various Levels, Including Administration, Teachers, Staff, And Students

Material and method: This study focuses mostly on describing 'how' the study was carried out. It describes in detail the methodical process that was used to develop this study in order to guarantee valid and trustworthy findings, which assisted in achieving the goals and objectives of this research.

Conclusion:This part gives the conclusion of this investigation as well as makes connections between the results of the study and current knowledge and practices.

1. INTRODUCTION

1.1 OVERVIEW

In addition to its function in the scientific and informational industries and the distribution of their findings, higher education is one of the most essential foundations of the growth of human civilizations and instruments of progress. To meet the challenges of the modern era and to keep up with the demands of the global labor market, it is necessary to develop electronic human resources and adapt them through the revision of the visions of educational institutions, its objectives, and the development of electronic educational services. New ideas, such as those of management and information technology, were gradually introduced into educational institutions. In response to this technical evolution and revolution in communications and the development of information systems, new patterns of education have emerged, with e-learning services being among the most cutting-edge. These new patterns will aid in finding solutions to the knowledge explosion and the rising demand for education problem-solving methods. To reap the benefits of this new administrative activity in the provision of administrative services, or so-called e-governance, it was necessary to gradually shift human resources from traditional, ordinary activities to electronic activities, thereby activating the use of technology to serve citizens and workers. One of the defining characteristics of modern organizations is that they rely heavily on information literacy in order to carry out their work.

1.2 ELECTRONIC HUMAN RESOURCE MANAGEMENT

A fair payment system of salary and bonus to staff, incentives, and the adoption of objectivity in the promotion decisions in accordance with fair consideration and standards that are clear and transparent are all made possible with the assistance of electronic human resource management, which helps in the best selection and recruitment of qualified or competent staff. E-HRM makes it possible for an organization to manage its physical and intangible assets more effectively. As a result, the nature of the organization's work and operations is altered as a result of its increased reliance on new technology and electronic applications. E-HRM aids management in a variety of tasks, including but not limited to planning, recruiting, selection, appointment, punishment, reprimand, and termination. E-HRM enables school administrators to carry out a wide variety of activities and responsibilities, including the planning process, recruiting potential employees, and training them, as well as building a system of compensation, rewards, and equitable incentives, and assessing the performance of their employees, all of which are supported electronically. When it comes to educational institutions, the aims of electronic human resource management are as follows: a decrease in costs and an increase in efficiency; client improvement (students and stakeholders); better servicing internal customers; globalization or standardization; and an improved corporate image based on these goals. Electronic Human Resource Management (E-HRM) refers to the design, development, and deployment of information technology for the purpose of both networking and supporting the activities of an organization. The core concept behind electronic human resource management (E-HRM) is the delegation of HR responsibilities to management and staff. These duties are often carried out using various technology mediums, including the internet, the intranet, and others. E-HRM is seen as having the potential to give improved services to clients of the HR department, such as workers and management, improved efficiency and cost effectiveness inside the HR department, and the ability to enable HR to become a strategic partner in accomplishing organizational objectives. This is a pretty good description of what may be accomplished with this technology.

2. LITERATURE REVIEW

Papaevaggelou, Olympia &Dimitrios (2023) The use of information technology plays a significant part in easing the processes involved in human resources (HR). With the use of information technology, such procedures become quicker and more effective, which enables human resource managers to boost their performance as well as their productivity and output significantly. Information technology allows for the definition and adequate execution of both the goals of human resource management and the budget that will be used to carry out the activities of human resource management. These goals and budget may be executed in a satisfactory manner. This dissertation examines the influence that information technology (IT) has had on human resource management as it is practiced in educational institutions. At the beginning of the study, the primary goals of the study, a description of the issue, the primary research questions, and the anticipated results of the study are presented to the audience. This is then followed by a review of the relevant prior literature, a discussion of the methodology, an analysis of the study findings, and a conclusion. Towards the conclusion of this article are some suggestions about the efficacy with which human resource managers at educational institutions may utilize information technology to strengthen their activities and improve the performance of the school while doing so.

S, Nilavarasan&Ganesamurthy, K. (2023) The human resource management policies and procedures that the Indian banking sector implements are required to be supportive of the industry's expectations. Additionally, the industry is required to build a systematic human resource management system to meet the requirements of both customers and bankers. For the Indian banking industry to remain competitive and take full advantage of the sector's advantages on a global scale, it must be headed by banking professionals. This essay examines the policies and practices of human resources management in the banking industry in India, with a primary emphasis on public sector banks. It also takes into consideration several essential banking sector indicators, such as job analysis, recruitment and selection, training and development, performance evaluation, and compensation. Ultimately, the focus is on public sector banks. Therefore, the guidelines will support the right use of approaches for managing human resources by the Indians.

Xalxo, Seema (2023) Because it focuses on the improvement of personnel already working for a company, Human Resource Management (HRM) is essential to the success of every organization. Without it, a business cannot hope to be successful. The global community is now facing either a health catastrophe or an economic crisis as a direct result of the COVID-19 epidemic and the invasion of Russia. These depressions had led to many challenges in management, such as the retention of employees, a lack of recruitment, a lack of communication gap between employers and employees, employee displacement, the closing of many firms, and the most perceiving concern was how to address the employees at the vast number of employees. The database was difficult to handle, which resulted in a significant amount of financial loss for the firm. Therefore, the implementation of virtual HRM has supported the management tremendously, which had ideally been used in recruitment, orientation program, quality review, to maintain the employee's database, and to improve the employee's productivity.

Yadav, Mandli&Anitha, Prof. (2023) In recent years, there has been a notable rise in the use of technology that facilitates the performance of duties related to HRM. On the "presenting" side of electronic human resource management in the 21st century, various corporate objectives are evoked. These included cost reserve money and expanded experience, as well as assistance with strategic points and improved customer service; all these things contribute to an improvement in the organization's overall effectiveness. In any event, before businesses invest money in electronic human resource management systems, they need to determine whether e-HRM contributes to the accomplishment of business goals. As a result, it is essential to take into consideration the part that e-HRM plays, the factors that play a part in the successful installation of e-HRM systems, and the connection that exists between e-HRM and the productivity of an organization.

Amoako, Richard & Jiang, Yuanchun& Stephen (2023) The administrations of emerging nations are plagued with a wide variety of operational inefficiencies. In order to solve these operational issues, several organizations have begun to use electronic service delivery. The pressure toward digitalization is only becoming greater as a result of the pandemic caused by coronavirus disease 2019 (COVID-19). We analyze the variables that impact the application of electronic human resource management (e-HRM) in selected public organizations in a developing economy using the technology acceptance model (TAM) and the innovation diffusion model (IDM). Both models are used to study the spread of new technologies. Data were obtained from several key informants inside chosen public sector organizations. These key informants included human resource (HR) officials, supervisors, line managers, and sections of workers.

3. METHODOLOGY

3.1 RESEARCH METHODOLOGY

This study focuses mostly on describing 'how' the study was carried out. It describes in detail the methodical process that was used to develop this study in order to guarantee valid and trustworthy findings, which assisted in achieving the goals and objectives of this research. It explains what data was gathered, the sample design that was employed, the procedures that were used to obtain the data, as well as how the data was analyzed.

3.2 TOOLS FOR DATA COLLECTION

The methods of collecting data put an emphasis on gathering information in the form of numerical values, with the goal of making it easier to present evidence in a quantitative format. Primary Data and Secondary Data are the two categories that might be used to classify the information that was gathered for the data.

Primary Data: A questionnaire that respondents were responsible for filling out on their own was used to obtain the data. Both printed copies of the questionnaire and electronic mail versions were sent to the respondents to collect their responses. The mail-out package, which included a personally written message to the respondent as well as the

questionnaire, was sent to the target respondents. The questionnaire was electronically transmitted through the establishment of a website.

Secondary Data: Reviewing many research theses, books, and research papers connected to the subject of the research and the aims of the study allowed for the collection of the necessary data.

4. RESULTS

4.1 DEMOGRAPHIC PROFILE OF THE STUDY

We got a total of 603 questionnaires, but only 400 of them were valid since they were filled out completely. After considering undeliverable questionnaires (6.13%), incomplete questionnaires (7.62%), and non-responded questionnaires (19.90%), this result equated to a response rate of roughly 66.33% of the total number of questionnaires that were sent out. The demographic indicators included of categories such as category, kind of institution, gender, age, and qualification.

4.1.1 Category

The replies were broken down as follows: 94 (23.5%) were from Management, 103 (25.8%) were Faculty members, 97 (24.3) were Staff members, and 106 (26.5%) were students.

Table 4.1 Comparison of Category

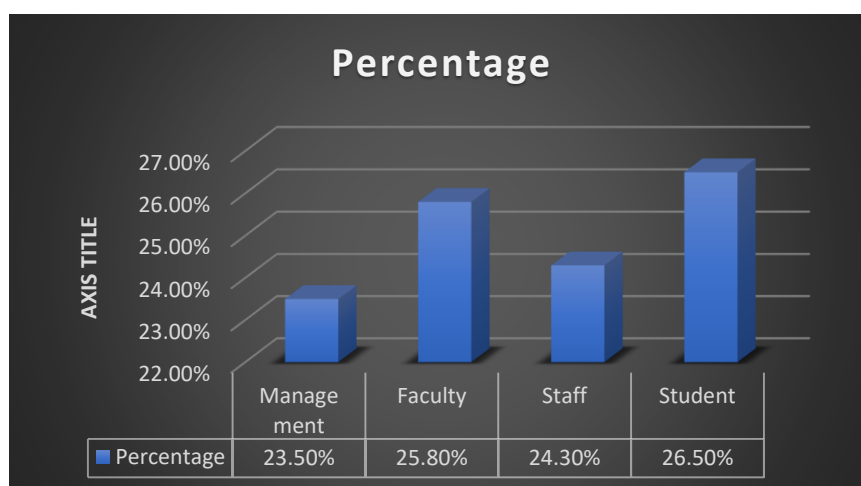| Category	No. of Questionnaire	Percentage
Management	94	23.5%
Faculty	103	25.8%
Staff	97	24.3%
Student	106	26.5%
Total	400	100%

Figure 4.1 Comparison of Category

4.1.2 Institute Type

There were two categories of institutions that were considered for this research: the first category was government institutes, from which we were able to gather 121 (30.3%) replies, and the second category was private institutes, from which a total of 279 (69.8%) responses were obtained.

Table 4.2 Comparison of Institute Type

Institute Type	Frequency	Percent
Government	121	30.3%
Private	279	69.8%
Total	400	100%
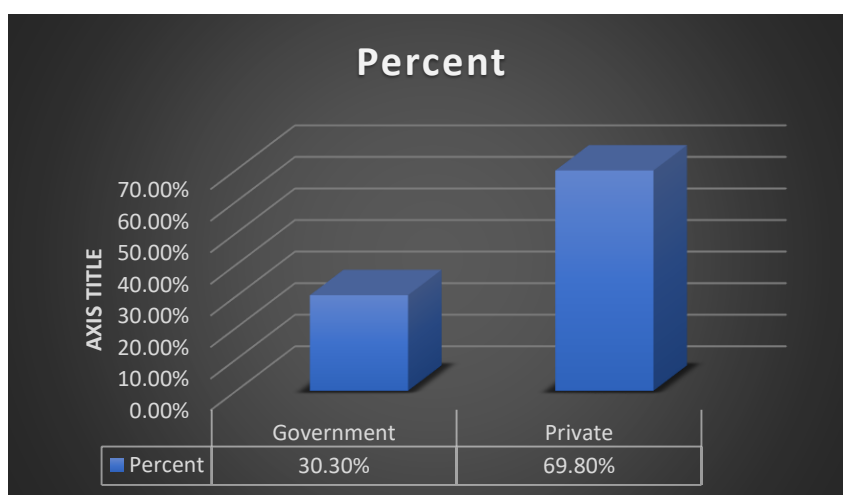
Figure 4.2 Comparison of Institute Type

4.1.3 Gender of Respondents

The gender distribution of the total respondents gathered was rather even, with male respondents making up 212 (53%) of the total respondents and female respondents from all kinds of institutions covered for our research making up 188 (47%) of the total.

Table 4.3 Comparison based on Gender

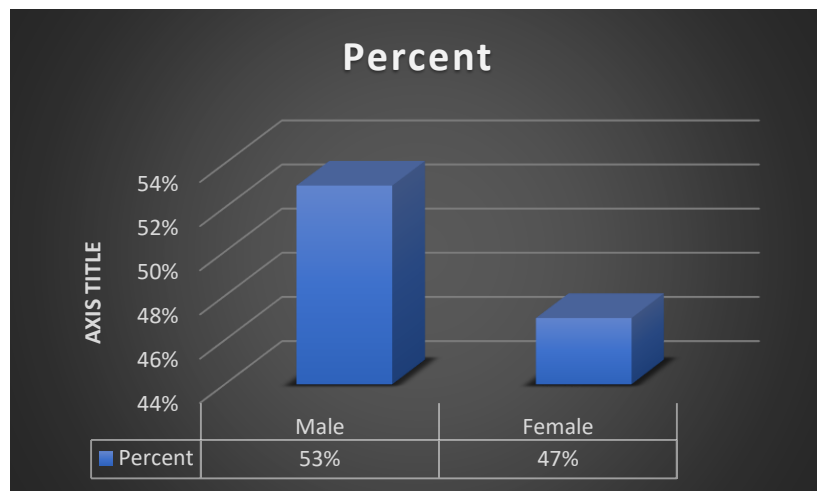| Gender	Frequency	Percent
Male	212	53%
Female	188	47%
Total	400	100%

Figure 4.3 Comparison based on Gender

5.2 TO ANALYZE THE USE OF E-HRM IN HIGHER EDUCATIONAL INSTITUTIONS AT DIFFERENT LEVELS I.E. MANAGEMENT, FACULTY, STAFF, AND STUDENT

Table 4.4 Test of Homogeneity of Variances

Admission Process			
Levene	df1	df2	Sig.
Statistic			
2.623	3	396	.050

The null hypothesis that the variance is the same in all four groups cannot be supported since the Levene test value is not significant ($p \leq .05$).

Table 4.5 ANOVA

Admission Process					
	Sum of	Df	Mean	F	Sig.
	Squares		Square		
Between Groups	11.559	3	3.853	8.675	.000
Within Groups	175.879	396	.444		
Total	187.438	399			

Table 4.6 Robust Tests of Equality of Means

Admission Process				
	Statist	df1	df2	Sig.
	ic[a]			
Welch	5.970	3	218.649	.001

As a result of the fact that the Welch statistic (3, 218.649) = 5.970, p=.000, or.05, the null hypothesis is not valid, and we can draw the conclusion that there is a significant difference in the utilization of E-HRM in relation to the admission process amongst the various stakeholders. This was determined by using a threshold of significance of 5%. Since the premise underlying ANOVA was broken, namely that there is no homogeneity of variance across the groups, the Welch test was given instead of ANOVA's results.

Post Hoc Tests

Table 5.4 Multiple Comparisons

(I) Category of Respondent	(J) Category of Respondent	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval Lower Bound	Upper Bound
Faculty	Management	.042	.095	.970	-.20	.29
	Staff	-.017	.094	.998	-.26	.23
	Student	.390*	.092	.000	.15	.63
Management	Faculty	-.042	.095	.970	-.29	.20
	Staff	-.060	.096	.926	-.31	.19
	Student	.348*	.094	.001	.10	.59
Staff	Faculty	.017	.094	.998	-.23	.26
	Management	.060	.096	.926	-.19	.31
	Student	.407*	.094	.000	.17	.65
Student	Faculty	-.390*	.092	.000	-.63	-.15
	Management	-.348*	.094	.001	-.59	-.10

	Staff	-.407*	.094	.000	-.65	-.17

The following findings, based on several different comparisons, were reported:

- There is not a major gap between faculty and management in terms of their use of E-HRM in relation to the admissions process. (p > .05)
- There is not a substantial difference in the way that teachers and staff use E-HRM in relation to the admissions process. (p > .05)
- The professors and the students use of E-HRM in connection with the admissions process is quite different from one another in key ways. (p < .05)
- There is not a major gap between management and employees in terms of their use of E-HRM in relation to the admissions process. (p > .05)
- The utilization of E-HRM in relation to the admissions process is significantly different between management and students, which is a major difference. (p < .05)
- The staff's and the students' utilization of E-HRM in relation to the admissions process are quite different from one another in important ways. (p < .05)

Table 5.5 Homogeneous Subsets Admission

Category of Respondent	N	Subset for alpha = 0.05	
		1	2
Student	106	4.06	
Management	94		4.40
Faculty	103		4.45
Staff	97		4.46
Sig.		1.000	.922

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 99.775.
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

The one-way Anova test is used to determine whether there are significantly different patterns of E-HRM use among management, professors, staff, and students in relation to the Admission Process. Before doing a one-way Anova, it is necessary to determine whether the variances of the study's several groups are homogenous. Because of this, the Levene test was carried out. The statistic obtained from the Levene test was found to be insignificant (p less than.05), indicating that the null hypothesis that the variance is the same in all four groups is not valid. In order to test the hypotheses, a one-way Anova is used, the result of which was F(3,396)=8.675, and the significance of which was (p= 0.000). Therefore, the null hypothesis is not valid, and we are able to draw the conclusion that there is a substantial difference in the employment of E-HRM in relation to the admission process across stakeholders.

5. CONCLUSION

This part gives the conclusion of this investigation as well as makes connections between the results of the study and current knowledge and practices. The research was legitimately motivated by its purpose, which was to discover the use of electronic human resource management in higher education institutions for a variety of tasks that might be controlled by the human resource management function at several different levels. After then, an investigation of the impact of implementing E-HRM was carried out. The findings have provided a lot of cause for optimism.

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