

EXPLANATION OF ELECTRONIC SYNERGISTIC APPLICATIONS OF HUMAN RESOURCE MANAGEMENT ACCORDING TO THE E-HRM SYSTEM

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ABSTRACT

Nowadays, applying the electronic management in human resource management in order to improve and create synergy in its applications and also organizational operation plays a very significant role. Information and communication technologies has a great impact on human resource management and has made due changes in new directions. Experts believe that the E-HRM has the potential to reduce organizational costs, increase the efficiency, prompt the response time, enhance the process of decision making and develop customer servicing; with all these in view, it makes the HRM to be more strategic, flexible and cost-effective. This paper investigates the integration of EM and HRM and establishing E-HRM output and tries to explain the effectiveness of HR applications by means of E-HRM system as the basic component of electronic synergistic system, by proposing a model based on the electronic synergy. Moreover, it will present the objectives and applications of E-HRM.

KEYWORDS: EM, HRM, E-HRM, Synergistic System