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E-Hrm Policies And Practices At Lancesoft India Pvt Ltd

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ABSTRACT

The study looks at LanceSoft India Pvt Ltd's Electronic Human Resource Management (E- HRM) policies and practices, specifically their impact on organizational efficiency and employee satisfaction. As firms embrace digital transformation, E-HRM has emerged as an important tool for optimizing HR processes like recruitment, training, performance reviews, and compensation management. The purpose of this study is to evaluate E-HRM's effectiveness in improving workforce management and lowering administrative responsibilities.

The study uses a descriptive methodology that includes both primary and secondary data sources. A standardized questionnaire was utilized to collect responses from 150 employees, and the results show that E-HRM increases productivity, improves collaboration, and boosts overall job satisfaction. Despite these benefits, some LanceSoft departments continue to use traditional HR processes. The report emphasizes the importance of widespread adoption of E- HRM and suggests that staff receive sufficient training to optimize its benefits.

The findings show that E-HRM not only helps to reduce effort and time commitment, but it also empowers employees by offering self-service choices and expediting HR operations. Organizations that have used E-HRM have seen increased operational efficiency and goal attainment. However, a gap still exists in completely integrating these digital HR solutions across all sectors. The study finds that increasing the use of E-HRM and providing proper employee training can improve organizational effectiveness and employee enjoyment.

Keywords: E-HRM, Human Resource Management, Lancesoft India, Technology Adoption, HREfficiency, Employee Engagement, HRIS.

Introduction

Electronic Human Resource Management (E-HRM) is a novel strategy that combines technology and HR responsibilities to streamline operations, increase efficiency, and improve workforce management. With the increasing acceptance of digital transformation across industries, E-HRM has emerged as a critical tool for managing key HR operations like as recruiting, training, performance reviews, payroll management, and employee engagement. Unlike traditional HR methods, which rely primarily on manual processes, E-HRM uses web- based solutions to automate and optimize human resource operations, lowering administrative costs and enhancing organizational productivity.

LanceSoft India Pvt Ltd, a global workforce solutions provider, has implemented E-HRM policies and practices to improve HR operations and create better employee experiences. The organization acknowledges that digital HR solutions help with better decision-making, speedier recruitment, effective employee performance tracking, and seamless communication between managers and staff. LanceSoft's goal in implementing E-HRM is to establish a more agile and efficient HR system that meets the needs of modern businesses.

The significance of this study is in determining the efficacy of E-HRM in comparison to traditional HR procedures. While E-HRM has various benefits, like reduced paperwork, more accuracy, and the ability to perform remote HR operations, some LanceSoft business sectors continue to use traditional HR practices. The study's goal is to close this gap by evaluating the benefits and obstacles of E-HRM deployment, as well as analyzing its impact on organizational performance.

Furthermore, this study looks at how E-HRM regulations affect employee happiness and total workforce engagement. As firms grow in the digital world, employees must be prepared to efficiently navigate digital HR tools. Many employees continue to struggle to adjust to automated HR systems due to a lack of training and experience with digital tools. As a result, the study emphasizes the importance of structured training programs to assist staff in maximizing the benefits of electronic human resource management.

Given the rapid improvements in HR technology, firms who do not use digital HR solutions risk falling behind in a highly competitive market. This study stresses the importance of E- HRM in influencing the future of HRM and sheds light on how organizations like LanceSoft may completely incorporate digital HR solutions for long-term success. Understanding and adopting E-HRM is critical for firms looking to improve efficiency, agility, and long-term growth in the twenty-first century.

Problem Statement

The rapid growth of technology has altered traditional Human Resource Management (HRM) procedures, resulting in the emergence of Electronic Human Resource Management (E- HRM). E-HRM incorporates digital technologies into HR processes to improve efficiency, streamline administrative tasks, and increase overall company productivity. While many firms, like LanceSoft India Pvt Ltd, have implemented E-HRM practices,

their implementation varies across various business sectors within the corporation. Some divisions continue to use traditional HR techniques, limiting the full potential of digital transformation.

One of the key difficulties identified is a lack of universal adoption of E-HRM across LanceSoft's many departments. This discrepancy leads to inefficiencies, higher manual burden, and slower decision-making processes. Furthermore, despite the availability of advanced HR technologies, many employees do not fully utilize E-HRM solutions due to a lack of training and awareness. This creates a disconnect between the theoretical benefits of E-HRM and their actual application in the workplace.

Previous research has generally defined E-HRM as an administrative support tool for human resource departments, with a focus on automating procedures such as recruiting, performance review, and compensation management. However, few studies have examined the practical challenges that businesses encounter when completely integrating E-HRM, particularly in enterprises that still use traditional HR procedures. Furthermore, organizations' perceptions of their progress in E-HRM adoption have remained largely consistent over time, suggesting the need for further research into the constraints impeding widespread implementation.

This study intends to close this gap by examining the effectiveness of E-HRM at LanceSoft India Pvt Ltd, identifying the significant hurdles to its adoption, and evaluating the impact of digital HR solutions on organizational performance. The study will also investigate how effective training and awareness campaigns may help employees adjust to E-HRM systems. Addressing these issues would allow firms like LanceSoft to streamline their HR procedures, increase productivity, and improve overall employee happiness, resulting in corporate success in the digital era.

Objectives of the Study

This study looks at the impact, effectiveness, and implementation of E-HRM policies and practices at LanceSoft India Pvt Ltd. The goal is to assess how E-HRM improves HR functions, employee happiness, and organizational performance. The main objectives are:

- Evaluate current E-HRM techniques and their effectiveness in HR management.
- Evaluate E-HRM impact on productivity, recruitment, training, and performance management.
- Evaluate E-HRM against traditional HRM in terms of cost, time, and worker efficiency.
- Investigate the use of automation and AI in improving HR processes.
- Identify barriers in E-HRM adoption and propose solutions.
- Assess employees' satisfaction and acceptance of E-HRM tools.
- Examine E-HRM's impact on decision-making and HR analytics.
- Evaluate its influence on organizational communication and collaboration.
- Provide techniques for successful E-HRM deployment and optimization.

- Provide recommendations for long-term E-HRM benefits.

Hypothesis

Null Hypothesis (H0): There is no preferential choice of the EHRM system (employee ratings are uniformly distributed between categories).

Alternative Hypothesis (H1): There is a preferential choice of the EHRM system (employee ratings are not uniformly distributed).

Following calculate the distribution of ratings (1-Very Good to 5-Very Poor) and apply a Chi-Square Goodness-of-Fit Test to identify whether the observed distribution significantly differs from an equal distribution.

Rating the HRM system after implementing the EHRM system	Observed count	Expected count	Chi square value
very good	54	30	19.2
good	34.8	30	0.768
neutral	30	30	0
poor	18	30	4.8
total			24.768

Calculate Chi-Square Value

1. Formula= $(\text{Observed} - \text{Expected})^2 / \text{Expected}$.

Sum up these values to get the total Chi-Square statistic: $\chi^2 = 19.2 + 0.768 + 0 + 4.8 = 24.768$

Determine Degrees of Freedom

Degrees of freedom (df) is calculated as:

$$Df = \text{Number of Categories} - 1 = 4 - 1 = 3$$

Finding Critical Value

1. From Chi –Square table ,the critical value for df= 3 at a 0.05 significance level:
 - Critical value = **7.815**.

2. Compare the Chi-Square statistic ($\chi^2=24.768$) with the critical value:
 - Since $24.768 > 7.815$, reject the null hypothesis and accept alternate hypothesis.

Alternative Hypothesis (H1): There is a preferential choice of the EHRM system (employee ratings are not uniformly distributed).

Conclusion

The outcome indicate that employees have accepted the EHRM system in a positive way since the ratings, as seen here, represent more than just stronger endorsement by chance.

The outcome indicates that employees have shown significant preference with most of them scoring the EHRM system either “Very Good or Good”. Data confirms that the EHRM system has effectively contributed to improved HR efficiency for Lancesoft India pvt ltd.

Literature review

Farah, A., Sater, S., Aad, S., & Karkoulouian, S. (2023). *The impact of the emergence of E-HRM practices on employee performance*. The study highlights the need for collaboration between HRM and IT professionals to effectively implement E-HRM practices, enhancing employee performance and satisfaction in organizations.

Jain, A., & Goyal, A. (2014). *E-recruitment & E-human resource management challenges in the flat world: A case study of the Indian banking industry*. The study concludes that E-HRM is based on a systematic and technological approach that aids HR departments in scrutinizing employee performance, supporting promotions and transfers, tracking daily activity reports (DAR), and facilitating the dissemination of HR policies.

Cedar Crestone. (2013). *HR functions and management survey report*. The implementation of E-HRM tools and applications enables 10% more employees to perform self-service tasks using cutting-edge technology.

Varma, S. (2010). *The implications of implementing electronic human resource management (E-HRM) systems in companies*. The study indicates that the use of e-technology for HR functions does not significantly differ between the service and manufacturing sectors, and the perception of E-HRM remains similar across both sectors after five years.

Voermans, M., & Van Veldhoven, M. (2007). *E-HRM: Administrative support for HR departments through internet technology*. The study highlights that the introduction of E-HRM may alter the reality and positioning of the HR function. A study at Philips Electronics in the Netherlands, based on a survey of 257 employees and 99 managers, found that user support was a predictor of managers' favourable attitudes toward E-HRM.

RESEARCH METHODOLOGY

TITLE OF THE STUDY

The title of the research topic is “A Study on E HRM Policies and Practices of LanceSoft India Pvt Ltd”.

SIGNIFICANCE OF STUDY

Our significance of the study is that how E HRM Policies and Practices helps employees and organization to improve and beneficate them in a positive way. Likewise:

- By using E HRM Policies and Practices, it has reduced the burden on both employees and organization.
- It aids in time reduction, allowing for the completion of more work with a less time investment.
- It helps all levels of management to satisfy their personal and professional needs.
- It helps everyone to do smart work rather than doing hard work.

SCOPE OF THE STUDY

- The scope and effectiveness of electronic human resource management in businesses. The notion of E-HRM, which is neither particularly new nor particularly ancient, has been around for a while because of the digitization of our modern corporate culture.
- It is widely employed by organisations and is very well-liked in the western world. In the past, only HR professionals could do these activities, but lately, line managers in many firms have started to take on these responsibilities as well.
- Technology combined with human resource management functions, allowing it to be carried out remotely or digitally, is known as E-HRM. The effectiveness and use of E- HRM are the focus of this study.
- To meet the HR requirements of the businesses, "E-HRM can be regarded as a way for actualizing HR systems, approaches, and practices in the firms with the conscious and coordinated help of online technology-based mediums."

RESEARCH GAP

In earlier research pages, the definition of E-HRM as the administrative support given to the HR department in companies using internet technology received most of the attention. They also emphasize how crucial it is to understand that the implementation of E-HRM may alter the nature and positioning of the HR function. The perception of where their company is in the E-HRM journey by the services and manufacturing groups hasn't changed much over the past five years. In our research report, we found that many businesses have adopted E-HRM practices and policies and that these businesses have reaped many benefits in terms of daily tasks, hiring

employees, evaluating performance appraisals, and relying less on the human resource department because of these practices. As a result, the organizations have benefited in achieving their goals and objectives and their profit has been maximized.

RESEARCH OBJECTIVE

- To evaluate LanceSoft India Pvt Ltd's current E-HRM practices and policies.
- To assess the efficacy of E-HRM in streamlining HR processes and increasing efficiency.
- To compare E-HRM to traditional HRM methodologies and evaluate its benefits in current companies.
- To investigate the impact of automation and digital technology on HR operations.
- To investigate the effects of E-HRM on employee engagement, satisfaction, and productivity.
- Identify E-HRM acceptance difficulties and provide effective implementation solutions.
- To investigate how E-HRM enables data-driven decision-making and workforce planning.
- To make recommendations for improving E-HRM initiatives to ensure long-term organizational success.

RESEARCH DESIGN

A research design is "the fundamental framework that directs the data gathering and analysis phases of the investigation." The current study's research design was primarily descriptive in nature. The current study described different e-HRM techniques, such as e- recruitment, e- training, e-compensation, and e-performance appraisal, that are applied in the IT sector by LanceSoft India Pvt Ltd. Since it described the numerous E HRM practices and policies of LanceSoft India Pvt Ltd, an IT firm, this study can be considered descriptive. The research also provided information on employee satisfaction.

SAMPLE DESIGN

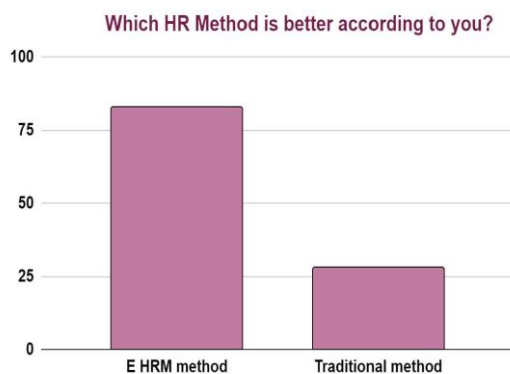
Sample size refers to the number of respondents from whom the questionnaire was filled. For the present study sample size, we have the target of 150 respondents.

SAMPLING METHOD

Our research project sampling method is nonprobability method in that convenience and snowball and networking method.

DATA ANALYSIS AND INTERPRETATION

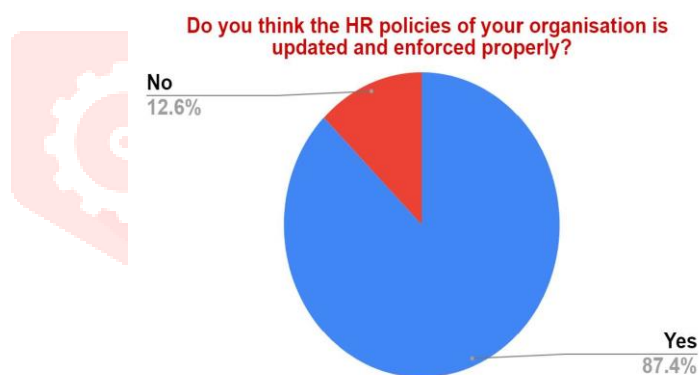
1.



The large percentage (75%+) of employees who choose E-HRM demonstrates a statistically significant preference for digital HR processes over traditional ones, demonstrating a strong trend of technological adoption in HR administration.

The findings suggest that E-HRM improves employee satisfaction by streamlining HR processes, lowering paperwork, and improving response times, resulting in greater operational efficiency.

2.



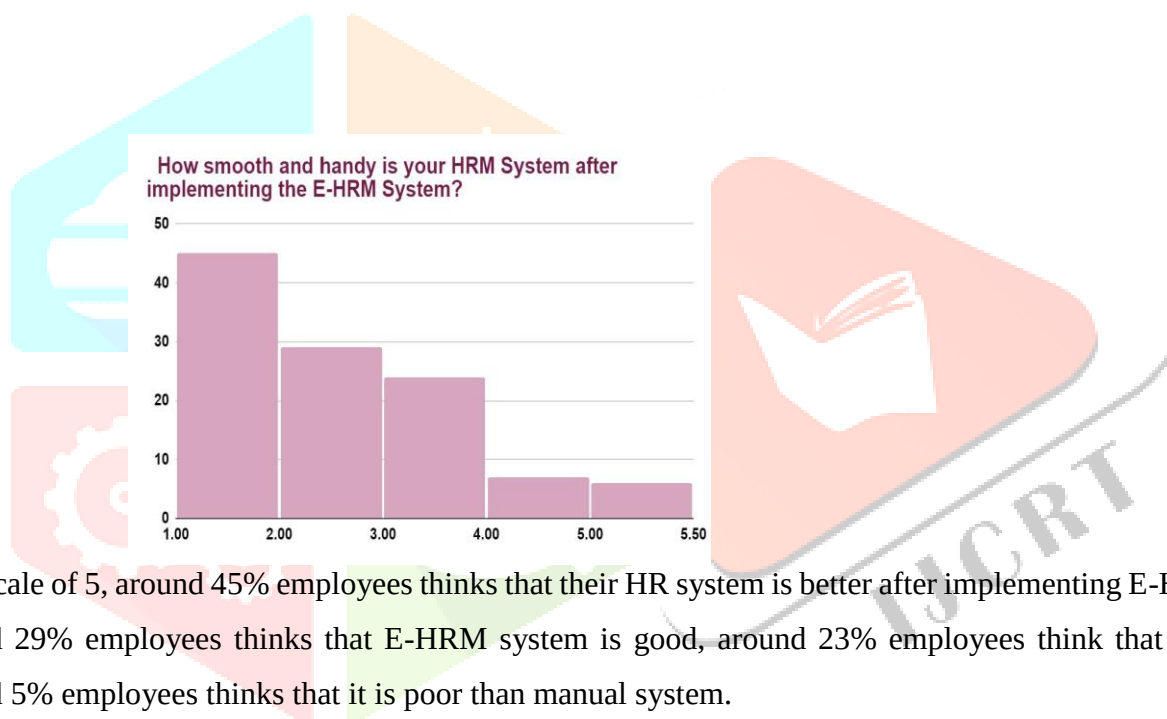
According to this pie-chart, 87.4% employees think that HR policies are updated and enforced properly, except 12.6% of employees.

3.



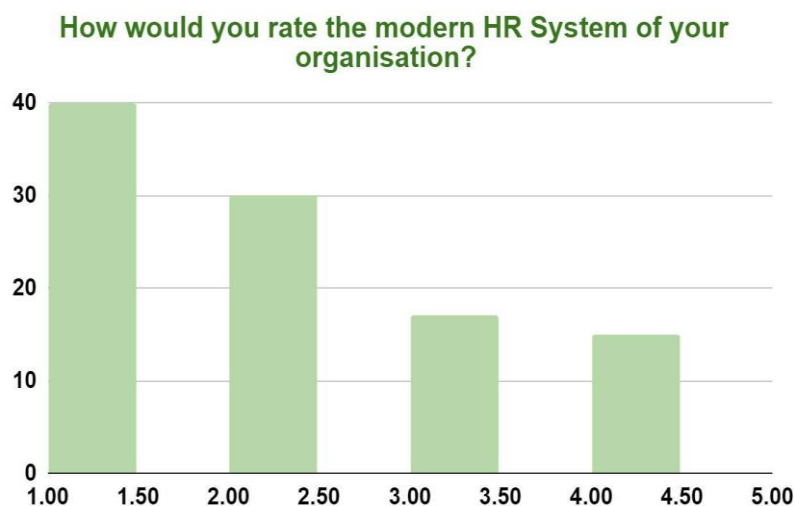
From this data, we analysed that more than 40% of employees are satisfied with new E-HRM policies, 35% are perfectly satisfied, around 27% are neither satisfied nor dissatisfied, and around 2% are perfectly dissatisfied.

4.



On a scale of 5, around 45% employees think that their HR system is better after implementing E-HRM system, around 29% employees think that E-HRM system is good, around 23% employees think that it is neutral, around 5% employees think that it is poor than manual system.

5.



From this data, we analysed that 40% of employees think that modern HR system is better, 30% of employees think that it is good, 15% of employees think that it is neutral, and around 14% of employees think that it is poor.

FINDINGS

- Many business areas within LanceSoft India Pvt Ltd have implemented E-HRM policies and practices, while others continue use traditional HR approaches.
- The deployment of E-HRM has greatly increased organizational productivity and efficiency.
- E-HRM helps firms achieve their goals by streamlining HR operations.
- Employee satisfaction has increased because of the convenience and accessibility of E-HRM tools and procedures.
- E-HRM enables more efficient communication with overseas clients, hence boosting business operations.
- Digital HR solutions have improved recruitment efficiency and effectiveness.
- Automation in HR operations decreases administrative workload while improving decision-making.
- Employees appreciate E-HRM for its simplicity, flexibility, and time-saving features.
- Organizations that completely incorporate E-HRM achieve improved worker management and operational success.

CONCLUSION

E-HRM, a web-based tool, is used to support and streamline HR policies and practices. When E-HRM is used, it is possible to give employees the task of data entry. EHRM gives employees more options for self-service and simplifies the use of the HR marketplace.

A cutting-edge business solution called electronic human resource management, or E- HRM, provides complete online support for managing all processes, activities, data, and information required to manage human resources in a modern company. It is a strong, trustworthy, user-friendly tool that is accessible to a variety of people.

E-HRM is a technique for implementing HR strategies, policies, and practices in organizations through the deliberate and focused use of web-based technology- based channels.

It covers every facet of human resource management, including hiring practices employee personal pages, job descriptions, education and training, career development, corporate structure, and yearly employee interviews. As a result, e- HRM is a method of HRM.

SUGGESTIONS

- LanceSoft India Pvt Ltd should adopt current E-HRM techniques in areas that still use old HR procedures.
- Employees should be given comprehensive training programs to help them better comprehend and use E-HRM products.
- Awareness campaigns should be launched to encourage staff to use E-HRM for increased efficiency and productivity.
- Regular evaluations should be conducted to determine the efficacy of E HRM adoption and identify areas for improvement.
- Management should provide ongoing technology improvements and assistance to maximize the benefits of E-HRM across all departments.

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