

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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E Hrm Workforce Agility And Organizational Performance

Kathleen Armour



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