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Effectiveness of e-HRM Systems
in
Sri Lanka

By

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DECLARATION

"I certify that this thesis does not incorporate without acknowledgement any material previously submitted for a degree or diploma in any university to the best of my knowledge and belief it does not contain any material previously published, written or orally communicated by another person or myself except where due reference is made in the text. I also hereby give consent for my dissertation, if accepted, to be made available for photocopying and for interlibrary loans, and for the title and summary to be made available to outside organizations"


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ABSTRACT

Human resource is identified as the most important resource in any successful organization. This has become a norm all over the world. Management of human resources has become a separate field and it has earned its due place long ago. If this important and essential resource is not properly managed, then it's hard for an organization to achieve competitive advantage. Like in any other field, new methods, processes as well as systems are introduced every day. e-HRM is defined to be any technology that is used to attract, hire, retain, and maintain talent, support workforce administration, and optimize workforce management. The new trend is towards the self-service intranets, most probably using web based technology. It is evident that with the emergence of e-HRM, human resource management has become more a strategic tool than a function. These systems were expected to improve the performance of any business organization.



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The research was designed to measure the effectiveness of the e-HRM systems deployed in Sri Lanka. Effectiveness could be achieved through time saving, cost saving and performance improvements. The data gathered from different organizations were analyzed using several statistical tools and univariate, bivariate, multivariate analysis methods were adopted to identify relationships. The research used a sample consisting of companies with new HR technology. Outcome of the research would be to investigate the nature of the current systems, its deployment levels, benefits, influences and users perceptions about what they really wish to have in an e-HRM system.

The research findings showed that the nature of e-HRM systems and the usage levels or frequencies varied from one organization to another. It also proved that there was a gap between the current and ideal deployment levels which implied further improvements could be added to current systems or modules. The researcher identified the work systems which has major influences from e-HRM implementations.

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