

# **Knowledge Management through E-HRM: A Review**

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The organizations in the 21<sup>st</sup> century is facilitated with effective achievement of organizational objectives with the technology in smoothing the Human Resource Management (HRM) function in the form of introduction of electronic Human Resource Management (e-HRM) to the management sphere. Thus, this review aimed at to articulate and synthesis the theoretical knowledge related to electronic human resource management (e-HRM) by devoting content to specific areas as explanations of e-HRM as a concept, the theoretic groundwork e-HRM, the role of e-HRM, the various categories of e-HRM, factors affecting to e HRM and necessary conditions for an effective e-HRM implementation along with a strong empirical justification of e-HRM on knowledge management by using the qualitative content analysis as the methodological basement. In achieving this purpose, about fifty sources of literature were investigated including books, both published and unpublished journal articles, conference papers and posters. The findings reveals that there is a positive relationship between Knowledge Management and e – HRM that will lead to strengthen the organizational innovations through knowledge sharing, retention and accessing the organizational knowledge by achieving organizational objectives effectively. Nevertheless, there is a deficiency in the researches which is directed towards this area and need more focus on identifying the influence of e-HRM on knowledge management to a deeper extent.

*Keywords:* Information technology, e-HRM, Knowledge management, Human resource