

**IMPACT OF ELECTRONIC HUMAN RESOURCE
MANAGEMENT ON THE ROLE OF HUMAN
RESOURCE MANAGERS**

**(WITH SPECIAL REFERENCE TO LARGE SCALE PRIVATE SECTOR
ORGANIZATIONS IN COLOMBO DISTRICT)**

*This dissertation is submitted as a partial fulfillment of the degree of Bachelor of
Business Management in Entrepreneurship and Management*

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Uva Wellassa University

Registration number: UWU/ENM/09/0037

Year 2013



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ABSTRACT

This study examined the impact of the adoption of electronic Human Resource Management (e-HRM) on the Human Resource Management function and how much it has affected to change the role of Human Resource Managers. In addition to that, it was intended to study the level and types of technologies that are used in HR in Sri Lanka and the drivers of adoption of technology in the Sri Lankan context in large scale private sector organizations. This research was conducted on a sample of 30 large scale private sector organizations randomly selected across various industries and the primary technique of data collection was through a descriptive questionnaire distributed through e-mail or personal visits to companies. Out of the sample, 70% of the organizations have a moderate knowledge and usage of e-HR and a 30% have a very high knowledge. The role played by HR professionals also changed from “Administrative Expert” to “Strategic Agent”. There were several reasons for driving organizations towards the adoption of e-HRM in Sri Lanka and the most common of which was the desire to be the leading edge. The critical success factors behind the successful implementation were employee attitudes, organizational culture, characteristics and the way of collaborating those with HR and IT. Organization should identify the suitability of the selected software through proper evaluation, because it critically affects the post-performance of the whole system.

Key words: Electronic human resource Management, Human Resource Management, Information Technology