عنوان مقاله:

Feasibility of Implementing Electronic Human Resource Management (E-HRM)Case Study: Isfahan Municipality

محل انتشار:

هفتمین کنفرانس بین المللی تجارت الکترونیک در کشورهای در حال توسعه با رویکرد بر امنیت ECDC2013 (سال: 1392)

تعداد صفحات اصل مقاله: 15

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خلاصه مقاله:

Today, using modern organizational systems such as Electronic Human Resource Management (E-HRM) system requires evaluating infrastructures of information technologyand determining the readiness level of each infrastructure to implement E-HRM subsystems.So the main purpose of this research is feasibility of implementing electronic human resource management. This research can be considered as applied research and descriptive-survey. Inthis study, statistic sample volume was 134 that chosen by simple random method. A matrix questionnaire was designed to collect data. Face validity was used To promote validity of thisquestionnaire and to measure the reliability, Cronbach's alpha method was used. The resultsbased on T-test with 95% confidence level showed that implementing the electronic recruitment and selection subsystem, payment system of electronic compensation subsystem, succession system of electronic human resource development subsystem, electronic disciplineand moral criterion subsystem, and communication management and Settlement system design and pension plans of human resource safety and service are feasible in an Isfahanian services company

کلمات کلیدی:

Human Resource Management (HRM), Electronic Human Resource Management (E-HRM), Electronic Human Resource Management Subsystems, Infrastructures of Information Technology

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