

E- HRM, WORKFORCE AGILITY AND ORGANIZATIONAL PERFORMANCE: A REVIEW PAPER TOWARD THEORETICAL FRAMEWORK

Ahmad Mofaddi Al-kasasbeh^{*}, Muhammad Abi Sofian Abdul Halim^{**} and Khatijah Omar^{**}

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

Michal Rosen-Zvi



E Hrm Workforce Agility And Organizational Performance:

This book delves into E Hrm Workforce Agility And Organizational Performance. E Hrm Workforce Agility And Organizational Performance is a crucial topic that must be grasped by everyone, ranging from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into E Hrm Workforce Agility And Organizational Performance, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to E Hrm Workforce Agility And Organizational Performance
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 - Chapter 4: E Hrm Workforce Agility And Organizational Performance in Specific Contexts
 - Chapter 5: Conclusion
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 3. In chapter 2, this book will delve into the foundational concepts of E Hrm Workforce Agility And Organizational Performance. This chapter will elucidate the essential principles that need to be understood to grasp E Hrm Workforce Agility And Organizational Performance in its entirety.
 4. In chapter 3, the author will examine the practical applications of E Hrm Workforce Agility And Organizational Performance in daily life. The third chapter will showcase real-world examples of how E Hrm Workforce Agility And Organizational Performance can be effectively utilized in everyday scenarios.
 5. In chapter 4, this book will scrutinize the relevance of E Hrm Workforce Agility And Organizational Performance in specific contexts. The fourth chapter will explore how E Hrm Workforce Agility And Organizational Performance is applied in specialized fields, such as education, business, and technology.
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- This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. This book is highly recommended for anyone seeking to gain a comprehensive understanding of E Hrm Workforce Agility And Organizational Performance.

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