

The impact of the emergence of E-HRM practices on employees performance

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ABSTRACT

This paper aims to investigate the emergence of Electronic Human Resources Management (E-HRM) practices and its impact on employee's performance. Furthermore, it looks at the digitalization and how it affects the degree of engagement and satisfaction. This study aims to illustrate the relationship between E-HRM and organizational performance. A total of 10 HRM professionals were interviewed from different countries in the MENA region. Thematic analysis was conducted to retrieve recurring themes that helped us understanding the relationship between e-HRM and employees' performance. The main originality of this study is to suggest to HRM managers that they now need to work with IT people to ensure E-HRM practices are implemented as this can have a positive impact on employees' performance.

Keywords: HRM Practices, technology, e-HRM, innovation, societal impact, employee performance, employee satisfaction.