Electronic human resource management (E-HRM) is by and large a intentional initiative by HR function to navigate the organization in the information and communication era by unfettering itself from every day operational, repetitive necessities and to make it more in accord with the decision making, understanding of the employees, preparing change ready workforce, knowledge management, employer brand and center of excellence. Technological changes and advancement is an effective force towards exemplar shift of transactional and traditional HRM function towards digitisation simultaneously can achieve transformational level and aspire to be a strategic partner of business. In initial days use of information and communication technology in human resource function was basically deployed for purposes of improving transactional and traditional HR processes and empowering different stakeholders to access distributed HR services. With passage of time digitization had facilitated transformational changes and towards strategic orientation of HR function but the number of organization having this approach is limited to select few.

E-HRM is an initiative that empowers managers and employees to access HR services in digital platform and not to be dependent on HR executives using pen and paper. Service recipient has the flexibility to access services on anywhere any time in 24*7 mode. This facilitates HR staff to focus less on the operational and more on the strategic elements of HR and allowing organizations to reengineer HR function and be lean and mean as the administrative burden is lightened. It is presumed that, e-HRM provides competency to HRM department to act as a strategic business partner of the enterprise. ICT provides services at lightning speed, rate of HRM transaction, dissemination and compilation is higher than the traditional system. E-HRM reduces barrier of communication, reduces cost, improves flexibility of services, provides a platform of employee participation, an initial step towards paperless office and makes easy to administer HRM function. The spurt of knowledge economy and clubbing of world through network has resulted in integrated global economy and there have been substantial rise in inter and intra organizational networks. These interlinked organizations require mechanism and function that is compatible with requirement of different stakeholders of these organizations, and e-HRM has to play a major role. Taking account of the business perspective, digitization of HR
function is evident, and application of different hardware and software tools are natural so that it can be available at any time in any place, as it enables continuous interaction between the employees and the organization.

The organizations utilizing the appropriate mechanism, process and instruments of e-HRM, can act as a strategic partner and facilitate the organization in achieving vision, mission and corporate objectives. Research finding overseas shows that most organizations in technical sense try to exploit e-HRM fully but in practice its application is limited to operational or relational e-HRM i.e. it is limited to narrow range of functions especially those in administrative management of pay roll, employee record management (operational) or human resource planning, recruitment, selection, training, performance management, compensation (relational), but there is complete dearth of literature which shows application of e-HRM in transformational form or higher level needs of organization. But present requirement is to be helpful in achieving business strategy, contribute financially, and help the organization in improving stakeholder’s satisfaction especially internal. HRM function can provide these leverages when HR mechanism, process and services have been digitized and integrated with all other functions like marketing, operations, finance, information technology (IT) of the organization. This will make HR function more proactive not just a service department only concerned with providing services to other functions. To achieve all these fate only application of information and communication technology cannot do wonders but top management and architects of e-HRM should be cautious for its successful implementation, due attention must be paid to the culture of HR department, mechanism and service delivery of HR process, technology adopted, roles and responsibilities of individuals performing HR activities, growth needs, devotion and competencies of the work force. For making it successful HR and IT professional has to support the system at every step.

Research is undertaken to seek answers of problem when there is no empirical evidence of the problem which organization faces. Application of ICT in HR function started long ago in Indian organizations but research in e-HRM has been a new trend. Regardless of marked progress of e-HRM in recent past but due to lack of pertinent empirical study there is complete unawareness about the present level of e-HRM, instruments and tools being used in Indian organizations.
Literature review clearly identifies research problem and research gap related to impact of e-HRM on strategic contribution, financial contribution, stakeholder satisfaction in Indian organizations as there is complete dearth of study in context to these dimensions of e-HRM. This research is exploratory in nature as it tries to gain familiarity with e-HRM in present context and study is somewhat descriptive as data has been compiled from select Indian organisations, after interpretation different conclusions have been extracted. A major intention of this research study is to contribute to the broader research community by generating new knowledge and enhancing existing knowledge base, as well as to develop and validate a questionnaire that could assess impact of e-HRM. Furthermore, the study addresses recent e-HRM practices in Indian organisations, Indian work context and viewpoint by focusing on experience of employees of Indian organisations. This study provides possible managerial implication and raise awareness of possible stumbling blocks of implementation of e-HRM.

While taking e-HRM as a research topic and formulating measurable constructs was a big challenge. The study had utilized non-probability sampling. Eight sample organizations had been selected based on judgment sampling and participants (respondents) were selected based on convenience sampling technique. Compiling information from the select eight organizations had been a challenge as sometime respondents (employees) had been skeptical of motto of the research and fear of breach of service code of conduct. Facing all the hurdles as and when it appeared, a comprehensive research was conducted. To measure different e-HRM attribute, questionnaire was formulated, response sought from operatives, supervisors, and managers of select eight Indian organizations. Factor analysis, one sample t-test, Paired sample t-test, one way ANOVA, and correlation and regression analysis has been used as an statistical tool of measurement and data analysis,

This study has very wide application for business organizations. The study analyses changes in the job profile of HR professionals the impacts of e-HRM on organizational life of employee. Different attributes of e-HEM has been compared private vis a vis public, simultaneously comparison has been done manufacturing/ mining vis a vis services. Comparative study has been also made between select organizations taking different attributes of e-HRM one by one. Stakeholder's satisfaction has been also compared with different demographic variables. This
study assesses the impact of e-HRM on employee empowerment, cost, and administrative burden reduction of HR function and to the extent it is easy and useful to use. Research finding shows extent to which e-HRM had been successful in achieving business strategy, financial growth, and internal stake holder’s satisfaction in Indian organizations. The study ends with conclusion, recommendation, managerial implications and scope for further research which is likely to be very helpful for different people and institutions as per their need and hope research fulfills the aspiration of industry, academics, and society.