

EHRM as Entrepreneurial Tool: A Metaphysical Review

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ABSTRACT

Background & Aim: Entrepreneurialism is an activity in which a specific person takes advantage of advantageous possibilities by effectively utilizing the resources at hand. An enterprise cannot be managed by an entrepreneur alone. An entrepreneur must hire, assign people to various tasks, inspire the personnel, and retain employees for the company's development and expansion. The process of entrepreneurship is a facilitator to the demands of EHRM practices since several activities mustard several activities to be completed from the start of a business to its growth.

Method: This study emphasizes the connection between EHRM practices and entrepreneurship. In response, studies on entrepreneurship, EHRM practices, and the relationships between the two variables are conducted conceptual understanding of the available literature review.

Result: This study report sought to examine how various EHRM subsystems relate to entrepreneurship.

Keywords: Entrepreneurship and EHRM Practices, Information Technology

INTRODUCTION

Since the world's economies are currently facing a variety of problems, nearly every government has set itself the lofty objective of stimulating and encouraging considerable entrepreneurial activity. Numerous academics have underlined the importance of entrepreneurialism in the nation's economic growth (Davidson et al, 2006). No one individual can start a business on their own. To achieve the intended purpose of the firm, an entrepreneur requires the assistance of other people. Therefore, the entrepreneur must adhere to the EHRM procedure. A business owner's most important jobs include finding the necessary labor force, delegating tasks to various individuals, encouraging them to do them, and keeping personnel on board to support the company's development. That's not an easy process (Philippe and Thelma, 2006). As entrepreneur enterprises expand, human resource management procedures must become more formal, intricate, systematic, and analytical, and delegation of power to employees must be implemented to produce worthwhile outcomes (Pugh et al., 1976; Kotey and Slade, 2005; Flamholtz, 1995). Therefore, the EHRM facilitates the efficient

and appropriate performance of entrepreneurship operations (Covin and Slevin, 1991).

EHRM

It is impossible to define "EHRM" in a single definition. It is a continual procedure that must be used from the beginning of any initiative or corporation. The HR responsibilities serve as both a means and an end in and of themselves. Today's most effective business executives are aware of the potential of information technology (IT) solutions for accomplishing their organizations' desired goals (Ghazzawi, Al-Khoury & Saman, 2014). Firms are now more effective in employing "Electronic Human Resource Development" (E-HRM) as a result of the intense rivalry between them to recruit and keep the current competent staff (Ammari et al., 2017; Al Kurdi et al., 2018; Kurdi et al., 2017; Alaali et al., 2016). According to Hunt (1992), HRM is the planning, organizing, staffing, leading or directing, managing, and coordinating of the various work activities of the workforce within an organization (Saint-Onge, 2004). Planning includes estimating the original total and kind of workers required as well as predicting how the shifting attitudes and behaviors of the workforce will affect other business operations. In organizing, various responsibilities are assigned to various people, their connections are established, and operations are integrated to achieve a shared objective. The emphasis of staffing is on finding the necessary human resource via various sources of E-recruitment and E-selection. An enhanced degree of staff selection and growth ought to be possible with e-recruitment. Direction entails motivating human resources to work voluntarily toward the achievement of its objectives via a variety of methods, including future careers, raising their pay for reaching goals, guaranteeing staff morale, forging positive relations, and offering safety and welfare amenities through E-training & development, E-performance management, and E-compensation. Planning then leads to control. It aids in identifying discrepancies by comparing the expected outcomes to those that were obtained. E-performance management and e-compensation appraisals, auditing, and evaluation of the E-personnel management are all part of controlling. The purpose of EHRM practice is to create an enabling and accessible management style to improve employee engagement and passion and to help them grow so they can contribute as much as possible to attaining their set objectives. The competence, scope, and financial resources of the involved department determine how well the intended results are achieved. Effective EHRM practices may improve employee organizational behavior, especially in areas like staff adherence, proficiency, and flexibility, which enhances employee performance and improves organizational performance as a whole (Koch and McGrath, 1996). For established firms, e-HRM is now a crucial tactic for guiding strategic choices and achieving Sustainable Competitive Advantage (SCA) (Stone, Stone-Romero & Lukaszewski, 2006; Alameeri et al., 2018; Alsuwaidi et al., 2017). E-HRM may assist firms in improving their HR function by delivering advantages of cost savings, efficiency, adaptable services, and employee involvement. Firms have realized how crucial e-HRM is to staying competitive, choosing and keeping the best personnel, and preserving the firm's good name (Ruel, Bondarouk and Looise, 2004; Strohmeier, 2007; Alsuwaidi et al., 2014).

Entrepreneurship

The definition of entrepreneurship is "a process to develop revenue together with the aid of exceptional assemblage of various infrastructure and amenities to take advantage of the possibilities" (Stevenson et al., 1989). An entrepreneur refers to a person who has a concept to investigate a possibility and work to realize it. In an examination of the literature on individuals as an entrepreneur, the notion of entrepreneurship was already recognized (Kirzner, 1973). An

entrepreneur is a way in which individuals, either alone or with the aid of internal organizational systems, look for untapped business prospects while taking into account the assets they currently possess and can receive from their environment (Stevenson & Jarrillo, 1990). It takes persistent pursuit and usage of existing market possibilities to foster entrepreneurship inside previously established businesses.

Additionally, there have been several research on entrepreneurial orientation. These studies analyze the conduct of those businesses that exhibit entrepreneurship development, or entrepreneur firm behavior. Entrepreneurs need to possess key HR manager traits including leadership, risk-taking, team-building, competitiveness, and solid management abilities to effectively pursue their entrepreneurial endeavors. It increases the likelihood of seeing new chances, particularly determining their value in a risk-and-uncertainty-filled environment, and effectively leveraging them (Hitt et al., 2001). The four fundamental components may be created when doing entrepreneurship. Before anything else, there has to be some possibility or means for making money. Second, a person should be able to research the statistics and details concerning the existing possibilities. Finally, the individual must be able to accept the danger. The fourth skill an entrepreneur should possess is the capacity to manage resource availability and personnel organization. Consequently, a company may be said to be entrepreneurial if it can identify, evaluate, and then take advantage of possibilities (Shane & Venkataraman, 2000). Businesses that fit the definition of being entrepreneurial have a propensity for taking action, are commercially aggressive, risk-takers, creative, and innovative, are skilled at spotting and seizing emerging technological opportunities, explaining their possess market, and stick to the course they have set out for themselves (Lumpkin & Dess, 1996; Miller, 1983)

Objectives of the Study

- 1.To demonstrate through a study of the literature a connection between EHRM and entrepreneurship.
- 2.To create a theoretical design that illustrates how EHRM practices and entrepreneurship are related.

Proposition: EHRM practices have a significant positive impact on Entrepreneurship.

Research Review

EHRM as Entrepreneurial tool –

HRM and entrepreneurial are recognized as distinct concepts with established processes. However, combining both types of research has been a recent development (Katz et al., 2000). HRM practices are regarded as a crucial managerial function that can have an impact on the success of entrepreneurs with all other operations (Morris & Jones, 1993). The outcome of any company, particularly those that are entrepreneurial, can be determined and impacted by the efficient management of its people resources (Katz et al., 2000). With efficient HRM procedures, organizational intellectual capital's worth rises. 2003 (Keld and Nicolai). It alludes to the predisposition to predict gains in a certain market or technical development through the use of a new means-end connection supporting construct that is kept a secret from rivals (Shane and Venkataraman, 2000). It covers e-staffing, e-recruiting, and job analysis. The effects of poor recruitment are significant and can lead to the organization's extreme failure. Therefore, job analysis

is a crucial step in any organization's quest to improve employee performance and behavior (Martory and Crozet, 1984). The entrepreneur is the key figure in a new business. The remaining business representatives involved directly or indirectly in the entrepreneurial endeavor help the entrepreneur (Zahra 1999). If they are endowed with outstanding human resources, organizations can successfully strategize, troubleshoot and resolve challenges, adapt to environmental circumstances, identify alternative ways to increase benefits and minimize costs, and have the potential to innovate (Coleman, 1988; Lengnick-Hall, 1992; Snell & Dean, 1992; Youndt et al., 1996). A company's propensity to create new products is positively connected with how it coordinates and manages its people resources (Laursen, 2002).

Conceptual Framework

The improved organizational capability is established as follows a well-functioning e-HRM system, a well-functioning overall organizational structure, and employee empowerment (Imanipour, Mohammadpour & Gholipour, 2012: 95). There are several possibilities available in the digital workplaces. The potential to alter firms through the application of technology-based models will be available to human resource managers and leaders (Stone & Deadrick, 2015). These technical solutions have sufficient data to support the ideal strategy for a firm's improvement. E-HRM refers to information technology that is integrated into human resources procedures (Kulkarni, 2014). The E-HRM assists business HR managers in making choices by integrating employee data into business metrics (Marler, & Parry, 2016). In a dynamic ecosystem, the analyses included in EHRM technologies help to produce real-time data for commercial choices (Ellmer, & Reichel, 2018). the businesses to recognize the importance of up- and re-skilling their staff. To identify the greatest personnel for the firm, the E-HRM practises will consist of software that is readily available and has a varied talent pool (Bondarouk & Brewster, 2016). Effective talent management and learning and development processes can be supported by e-HRM. The e-HRM tools' skill metrics can be used to create profiles in talent management websites that make sure the right talent is paired with the proper set of requirements. HR managers must ensure that expertise mapping is done correctly to employ the proper personnel for the initiatives to which they can contribute. This tactic benefits the organization the most since it enables a suitable talent pool made up of full-time employees, temporary workers, business relationships, affiliates, distributors, consultants, and others. Organizational E-HRM strategies have improved employee satisfaction by personalizing it and creating a congenial atmosphere that more systematically meets corporate needs than previously (Trenerryet al., 2019).

RESULT

E-HRM can make it simple for representatives to review pay and reward data and make judgments regarding bonuses and pay scale on matters about compensation and benefits management. The Human Resource Information System and the E-HRM systems do not go together (Masum et al., 2015). Additionally, its methodology is not exactly just like Virtual HRM's. According to the author, e-HRM is a strategy for carrying out HR strategies, plans, and practices in organizations with the aware and integrated assistance of, as well as the full exploitation of, technology-based channels. An abstraction model combining eHR practices and entrepreneurs is being constructed based on discussions in the literature review to enhance the innovation culture within entrepreneurial enterprises. This model contends that the success of entrepreneurship depends on the efficient use of HR practices, specifically the procurement, maintenance, and growth of HR.

DISCUSSION & CONCLUSION

This study report sought to examine how various EHRM subsystems relate to entrepreneurship. The interaction of the EHRM subsystems and entrepreneurship is hence the focus of the literature. The numerous tasks that must be carried out by the entrepreneur regarding the EHRM were examined via research and examination of the current literature. It suggests that effective EHRM procedures will guarantee an entrepreneur's success when devising a plan to maintain the inventive capacity of personnel. Entrepreneurs must thus understand and accept the necessity to improve the company's HR procedures.

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