

E-HRM: The effect of information technologies on Human resources management performance

إدارة الموارد البشرية الالكترونية: أثر تكنولوجيا المعلومات على أداء إدارة الموارد البشرية

BOUDIAF Ilyes ¹¹ University of Constantine 2 - Constantine (Algeria) ilyes.boudiaf@univ-constantine2.dz

Received: 09/11/2022

Accepted: 29/12/2022

Published: 31/12/2022

Abstract:

The objective of this paper is measuring the effect of information technology on human resources management. For achieve that we've proposed a model that explain the relationship between the variables (information technology and human resources management). This study has been applied on 43 companies as a sample of the Algerian east zone, based on survey discipline and method to gather and analyze the data by a couple of statistical indicators such Cronbach's Alpha, One-Sample Kolmogorov-Smirnov Test, descriptive statistics such (Mean, Std. Deviation, Std. Error Mean) and person correlation coefficient and multiple regression for testing the hypothesis. The main result of this research is: there is a positive- high correlation between the indicators of information technology and human resources management performance, there is also a significant effect of information technology on the performance of human resource management.

Keywords: IT, HRM, E-HRM, SHRM, Performance.**JEL Classification Codes:** O14, O15, D83**ملخص:**

تهدف من خلال هذه الورقة إلى قياس تأثير تكنولوجيا المعلومات على إدارة الموارد البشرية لتحقيق إدارة الموارد البشرية الالكترونية. وللتمكن من ذلك اقترحنا نموذجًا يشرح ويفسر العلاقة بين المتغيرات (تكنولوجيا المعلومات وإدارة الموارد البشرية). تم تطبيق هذه الدراسة على 43 شركة كعينة من منطقة الشرق الجزائرية، بناءً على المسح وطريقة جمع وتحليل البيانات من خلال المؤشرات الإحصائية مثل اختبار كرونباخ ألفا، عينة واحدة كولموغوروف-سميرنوف، الإحصاء الوصفي ك (المتوسط الحسابي، الانحراف المعياري، متوسط الخطأ القياسي) ومعامل ارتباط بيرسون و الانحدار المتعدد لاختبار الفرضيات. و كنتيجة رئيسية لهذا البحث هي: وجود علاقة ارتباط موجبة - عالية بين مؤشرات تكنولوجيا المعلومات وأداء إدارة الموارد البشرية كما يوجد تأثير دال إحصائياً لتكنولوجيا المعلومات على أداء إدارة الموارد البشرية

كلمات مفتاحية: تكنولوجيا المعلومات، إدارة الموارد البشرية، إدارة الموارد البشرية الالكترونية، نظام إدارة الموارد البشرية، الأداء**تصنيفات JEL :** O14, O15, D83

INTRODUCTION:

Nowadays the human resources enormous as the most important in the production and the most valuable asset of different organizations worker that create human ability in every organization. Academics and professionals claimed that Human Resources now have boost capacity also to information collecting, storage and recovery in time and effectiveness manner. This contributes to increasing the efficiency and efficient of the management Tasks. Business managers deem that the human resources management is more complicated controlling and direction than technology and other physical capital. Human resources are a source to obtain the competitive advantage and boost the performance mostly and in all other tasks because of their capacity to mutate other resources of money, and several raw materials from the raw to a applicable format like products and services.

Information Technology like a structural factor and master tool to convert the elements of the company such information and various assets and management, business processes and communication integrate increasingly the effect on human resources management. When information technology has ramifications for human resources, to the side managers, employees, consumers and suppliers growing their outlook for the performance of the human resources tasks.

Human Resources managers versus many challenges in the stream working scenario like workforce variety, knowledge management, and detection of skills management, globalization and technological advance changes at economic, political and legal environment in utilizing information technology. Each of these challenges raising the compression on Human Resources managers to pull, retain and support the competencies. Companies to reinforce their tasks and activities of all the organization parts have to work and centering on Human Resource Management and Information Technologies, consequently we can ask our main question: **Were Algerian companies able to control information technology and did this technology enable to raise the performance of human resources?**

In the following stages we're going to present and discuss the literature and the empirical parts in order to find results, discussion and finally conclusion about this problematic

1. Background literature

1.1. Nature of Human resources management and its challenges:

Human resource management is the theory, methods, techniques and tools for looking the arrangement of relations among people in the organization, relationship among work and its different relations, suitable the people and work because quite develop human resource management, motivating people, tap people's potentials, promoting the work efficiencies and achieving the organizational objectives (M & Asghar, 2014, p. 137)

Several scientists have noticed that managing human resources is harder than managing capital or technology. Human resources are the key of achieving competitive advantage in order to its ability to convert the different resources as money, material, methods and machine into output like product and service (B, 2014, p. 24)

Human Resources managers are meeting several challenges in current business scenario as the diversity Globalization workforce, changes in political and legal environment,

E-HRM: The effect of information technologies on Human resources management performance

technological advances and change in information technology. Each of these challenges boost the pressure on Human Resources managers to attract, retain and nurture skilled employee (Kamal & Ashish, 2013, p. 44)

Organizations to reinforce their efficiency and effectiveness have moved to following two facilitators: Information Technology and Human Resource Management (Jaber , Karamollah , & Morteza , 2014). The development of technology has supported organizations to utilize human resource information systems. HRIS is tangible to participate to the effectiveness of manpower activities that means the human resources planning in company (Ama, Peter, & Evans, 2015, p. 427)

Today the human resources are the most important factor in production and the most valuable asset of any organization and they make human abilities in every organization (Abolfazl & Behbood , 2015, p. 71)

1.2. The IT importance and role in management field and human resources function

The topic of Information technology techniques is most important core issues that the scholars sought to highlight and investigate various aspects thereof, because enrich the topic and take advantage of the findings of research and studies that is being reached in the evolution of applications in different business organizations. Information technology is recognized like a critical infrastructure in couple of organizations around the world (Hiyam & Tareg, 2014). The world of information technology and computers has become such an available aspect of people lives, and it is highly questionable that there will be comeback to conventional methods of conducting business (Amaeshi , 2013).

Currently top managers fully achieve the power of information technology tools for realize business targets. The using of information technology tools help not only to accomplish defined company's objectives but to improve the work processes as well. Directions and results of the contemporaneous studies permanently confirm contribution of the information technology tools in Human Resources field (SEYNI & G, 2014, p. 35)

The objective of the IT for Human Resource Managers is to recover the quality of the services they are offer. IT up keeps us. As a manager we implement our human resources responsibility by performing a diversity of time consuming jobs. A big amount of the work in the HR office is clerical naturally. By using IT, many of the routine jobs could be automated and the number of people could be reduced for these functions. In big organizations, one of the biggest troubles is to upkeep the present data file. It has proved that one of the backing pillars which could contribute to the achievement of the personal policy is the utilize of IT in Human Resource Management. IT should be believed of HRM tool, like a growth program, an task process which when utilize properly, can help to maximize the quality of the products and services we offer. (Kathuria, 2014)

1.3. Important Element of Human Resource Information System: Current Scenario.

A human resource information system, which is also known as a HRIS, is basically a crossing of information technology and human resources through a human resource software solution. This allows human resource activities and processes to happen electronically.

The Human Resource Information System is a software or online resolution for the

entry; tracking and information data needs of the HR, payroll, and accounting and manage the functions within a business. The objective of HRIS is to merge the several parts of human resource, including labor productivity, payroll, and benefit management into a less capital intensive system than the central compute used to manage activities in the past.

A human resource information system generally must provide the ability to more efficiently plan, control and manage human resource costs; achieve improved effectiveness and quality in human resource decision making; and progress employee and managerial effectiveness and productivity. In most situations, an human resource information system will also drive to increases in effectiveness when it comes to making decisions in human resource. This study helps to know about how human resource information system help the organization to enhance the effectiveness of work (Barkha, 2013, p. 44)

Information technology is changing the manner human resource departments handle register keeping and sharing the information. It decreases the work substantially and permits easy access to enormous data. The employee can also keep path of its fulfillment without having to go via litigious procedures. It uses web technology channels, intranet or other tools. It can also be used for application of different human resource strategies. The processing and transmission of digitalized human resource information is named e-HRM or electronic human resource management. E-HRM is the application of information Technology for human resource practices which ability easy interactions within workers and managers. It stores employee personal data information regarding, performance management, training, payroll, recruitment and strategic orientation. The authorization of different human resource tasks can be distributed through E-HRM.

Competitive business environments have forced the organizations to think quickly to devise and excel for their existence. The change in Information Technology is hastened than any other operations in the organization. One of the main hurdles which the Human Resources department needs to section is the changing technological environment.

The Information technology possibilities for human resource management are endless; in principle all human resource processes can be supported by Information technology. With computer databases, hardware and software, organization able to keep records and information better to the side restore them with greater ease. E-HRM is the new term relatively for this Information technology supported for human resource management, especially through the use of web technology. E-HRM is the new scope of technology that is vastly spreading in organizations around the world. It purpose at transforming the human resource functions into one that is without papers, more flexible and resource effectiveness. (Pinki, 2013)

1.4. The effects of Information technology on Human Resource Strategic and Performances.

This study reviews former frameworks and detects initial definition from various empirical works on SHRM strategic human resource management. Organizations discover that it is indispensable to use empirical strategies and adopt different approaches in using worthy recent information to reach high quality performances. Moreover, using several stage of information technology will descend the transparency in human resource departments and improve the human resource services in the organization. In conclusion, this paper reveals the

E-HRM: The effect of information technologies on Human resources management performance

strategic human resource management performances in the organization and how information technology can affect the influences of strategic human resource management on organizational performances. There is a necessity to know the outcomes of the moderating role of information to know whether it can increase or decrease the marked strategic human resource management influences on organization performances. The objective of this paper is to evaluate the changes in relationship between strategic human resource management and human resource performances (productivity, profitability, product /service quality) with the moderating role of the IT. (Katayoon & Rosmini , 2013, p. 138)

1.5. Changing HR Technology and its Landscape: Emerging Trends

Technology today is changing everything in our life and impacting most every part in modern environment of every business. Creative human resource practices are reengineered the traditional process. Nowadays human resource managers have designed their manner of listening and Recruitment the employees. Innovative human resource practices have beat different human capital challenges in the sense of. Mobilization, geographical limitations...etc. Human resources technology aid in all processes of recruit to retire tasks and has fundamentally changed the manner employees and employers get access to the human resource data.

The last decade taught business organization everywhere a contempt lesson. Domestic organizations learned that they able to no longer ignore comprehensive markets and competitors. Successful organizations in mature industries learned that they can't overlook technologies, emerging markets, and management approaches. Organizations of every sort learned that they can't keep inwardly concentrated, ignoring the needs of customers and their environment.

The crucial elements to an effective human resource team made up of finding solutions that address their more threatening challenges with regard to personnel and technology. Utilizing the best in human resource Technology to stay ahead of the detour just makes sense. This study discovers the available technology and its utility in executing the managerial Tasks and challenges faced by them.

In fact technology basics the world and human resource people enjoy the results of benefits and one cannot hope away the organizational that can condition with warning and human touch. No one can reject the reality that certainly that technology make it easier and quicker to collect, rank, and transfer information and communicate with employees.

More important, it has the able to minimize the managerial burden on the human resource department so it is better capable to concentrate on more significative human resource activities, such as providing leaders with the experience they need to make more effective human resource related decisions. Mobile technology adds values to the human resource and presents considerable web based applications to human resource people (N, K.R, & S, 2015).

1.6. Information Technologies Selected Examples in Human Resources Management -.

Rapid development of Information Technologies has had big effect on organization, and it has contributed to its advancement and increasingly comprehensive use in organizations. Information Technologies have to a big extent specified the processes taking place in organizations; what is more, Information Technologies development has brought the need to take on a brand new approach to HRM in an organization.

The use of Information Technologies in human resource management is of high importance because of the increasing role of information and information technologies. The aim of this paper is to evaluate the use of IT in human resources management in organizations. These practices will be presented in the following areas: selection and recruitment, training and development, motivation, employee assessment, personnel service and talent management. Results of applied survey show variety of solutions applied in specific areas of HRM.

Further development in the future in this area should be prospective, as well as integration of individual Human Resources Management areas, growing mobile-enabled Human Resources processes and their transmit into the cloud. Presented Information Technologies solutions applied in Human Resources Management are highly ingenious, which is of great significance because of their possible application in other organizations (Karasek, 2015)

2. Methodology and materials

In the following points we're going to present the Methodology of empirical study through its steps from the objective to results

2.1. The main question

The main empirical question of this study as following: is there significant correlation between the information technology and Human resources management performance and is there significant effect of IT on the performance of HRM

2.2. Objective:

We try to discover through this study the correlation between the investment in the IT within the business companies and the performance of their Human resource management and getting to know the effect of IT on the performance of HRM.

2.3. The hypothesis

We try to test the following hypothesis with using different steps with various tools.

In terms of field experience in some companies and studies on the subject, the Algerian companies still have not controlled the technology yet. From this point of view, the following hypothesis can be presented.

There is no significant correlation between the exploiting IT and HRM performance through their different dimensions, and there no effect of IT on the performance of HRM

2.4. Study context: population, Sample and period of study

The population of this study includes all the business companies of Algerian east zone. Where the Sample studied includes 43 available companies. The study was conducted on the period from August the 28th 2022- to October the 30th, 2022, we choose these companies for three reasons: the interactivity with customers, use the IT intensively, speed activities.

2.5. Methods

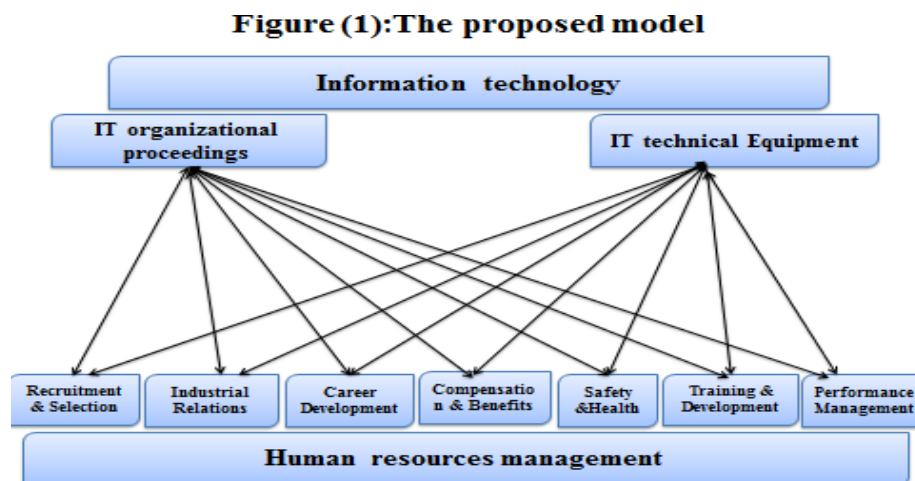
We'll depend on the Surveying descriptive and empirical discipline by design a proper questionnaire based on the Likert scale, In addition the interviews with the some companies' responsible.

2.6. Tools & Software

For analyzing the data we are going to use the correlation coefficient and multiple regression to test the hypotheses, before that we are going to test the Reliability and Normality, then the descriptive Statistics, by SPSS V24.

2.7. The model & its variables

The following figure is the proposed model that shows the variables, dimension and the relationships.



By the researcher depend on the previous studies

The variables of that study defined as follow:

- The first variable is IT (IT organizational proceedings and IT technical equipment),
- The second variable is HRM (Recruitment & Selection, Industrial Relations, Compensation & Benefits, Safety & Health, Training & Development and Performance Management).

3. Results and discussion

3.1. Reliability Statistics:

At the first stage we're going to test the reliability by the following indicators of Cronbach's Alpha

Table (1) Case Processing Summary & Reliability Statistics

S	Variables	Valid	%	Total	%	N of Items	Cronbach's Alpha
X	IT	43	100,0	43	100,0	2	,776
Y	HRM	43	100,0	43	100,0	7	,865
	All	43	100,0	43	100,0	9	,787

By the researcher depend on SPSS V24 results

The table (1) shows the number of respondents (43), missing values (00), and their proportion (100%). The coefficient of Cronbach's alpha value is good for all the parts of **IT & HRM**, which shows the high reliability coefficient. Thus, the tool is able to process data and reach reliable results.

3.2. Normality Test:

At this point, we attempt to test the normality of the statistical distribution of observations in order to determine the type of tests used to test hypotheses.

Table (2) One-Sample Kolmogorov-Smirnov Test

Normality Test by One-Sample Kolmogorov-Smirnov of The IT & HRM dimensions		IT organizational proceedings	IT technical Equipment	Recruitment & Selection	Industrial Relations	Career Development	Compensation & Benefits	Safety & Health	Training & Development	Performance Management
N		43	43	43	43	43	43	43	43	43
Normal Parameters ^{a,b}	Mean	3.4446	3.4774	3.8879	3.9994	3.7767	3.8267	3.6615	3.8873	3.5647
	Std. Deviation	.62274	.62141	.45554	.57612	.59121	.62443	.64411	.59057	.54513
Most Extreme Differences	Absolute	.151	.125	.203	.112	.189	.184	.149	.139	.156
	Positive	.122	.089	.139	.103	.189	.184	.108	.128	.116
	Negative	-.151	-.125	-.203	-.112	-.165	-.149	-.149	-.139	-.156
Kolmogorov-Smirnov Z		.866	.718	1.165	.641	1.084	1.058	.853	.797	.898
Asymp. Sig. (2-tailed)		.442	.681	.132	.806	.191	.213	.461	.550	.396

a. Test distribution is Normal.

b. Calculated from data

By the researcher depend on SPSS V24 results

Each coefficient in the table (3) of the variables studied 'IT & HRM' are significant, because they're higher than 0.05. That shows the distribution of observations is normal according to the test of Kolmogorov-Smirnov, for these results we can use parametric tests for testing the hypotheses.

***E-HRM: The effect of information technologies on
Human resources management performance***

3.3. Structure validity

In this part we're going to measure the correlations between IT& HRM and their dimensions to improve the representation the IT &HRM their components.

Table (3) the correlations between IT and its dimensions:

Person correlations between IT and its dimensions		IT organizational proceedings	IT technical Equipment	IT
IT	Pearson Correlation	.879**	.901**	1

** . Correlation is significant at the 0.01 level (2-tailed).

There is a strong and positive correlation between IT and its dimension, so the variable IT able to represent its components: IT organizational proceedings and IT technical equipment.

Table (4) the correlations between HRM and its dimensions

Person correlations between HRM and its dimensions	Recruitment & Selection	Industrial Relations	Compensation & Benefits	Safety & Health	Training & Development	Performance Management	HRM
Pearson Correlation	.889**	.902**	.899**	.874**	.873**	.889**	1

** . Correlation is significant at the 0.01 level (2-tailed). By researcher depends on SPSS V24 Results.

There is a strong and positive correlation between the HRM and its dimension, so the variable HRM able to represent its components Recruitment & Selection, Industrial Relations, Compensation & Benefits, Safety & Health, Training & Development and Performance Management

3.4. Descriptive Statistics: IT and HRM

At this stage we're going to describe all the dimensions of IT& HRM by the main statistical indicators as mean, Std. Deviation and Std. Error Mean.

Table (5) One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
IT organizational proceedings	43	3.4446	.62274	.10492
IT technical Equipment	43	3.4774	.62141	.10526
Recruitment & Selection	43	3.8879	.45554	.07908

Industrial Relations	43	3.9994	.57612	.10118
Career Development	43	3.7767	.59121	.10233
Compensation & Benefits	43	3.8267	.62443	.10676
Safety & Health	43	3.6615	.64411	.11335
Training & Development	43	3.8873	.59057	.10693
Performance Management	43	3.5647	.54513	.08955

By researcher depends on SPSS V24 Results.

According the results above of descriptive indicators of the Information Technology & Human Resources Management dimensions. We may observe through these results:

- The indicators relatively existence in the sample studied of Algerian companies. Where the means of each dimensions is fairly high either of Information Technology or Human Resources Management, which indicates the using of companies the Information Technology as a tool to achieve their objectives and goals and manage their activities and management proceedings. And small Std. Deviation which indicates the homogeneity of the opinions and answers about the availability of these indicators in the Management practices.
- There are many indications of information technology implementation in terms of infrastructure or systems.
- The Scarcity of using technology and depending on traditional manual tools in terms of paper files and documents and communication tools such as fax and fixed phone.
- The sample companies studied conform in terms of its count on information technology more than the other views such organization and management of resources.
- The sample companies studied dependence on the devices and tools more than control and good management of information.
- The sample studied use the technological tools in the first place to improve the horizontal and vertical industrial relations, followed by compensation and profits as the second objective, training and development, and the Less important to the company is safety and health through the shortage of awareness of companies of the culture of this indicator.

3.1. Hypothesis 1: Correlation between IT and HRM dimensions

The following is the table which shows the correlation between IT Information Technology and HRM dimensions. in order to test the above hypothesis we're going to base on The Pearson Correlation coefficient in the dimensions of Information Technology used and Human Resources Management performance, as a matrix of correlations through the following table.

***E-HRM: The effect of information technologies on
Human resources management performance***

Table (6) correlation between IT and HRM dimensions

Pearson Correlation Between IT and HRM dimensions	Recruitment & Selection	Industrial Relations	Compensation & Benefits	Safety & Health	Training & Development	Performance Management
IT organizational proceedings	.768**	.829**	.759**	.780**	.739**	.794**
IT technical Equipment	.780**	.829**	.799**	.756**	.744**	.801**

** . Correlation is significant at the 0.01 level (2-tailed). By researcher depends on SPSS V24 Results.

According the Table above, we can notice the following results:

There is a positive and strong correlation between the IT dimensions (IT organizational proceedings and IT technical equipment) and the HRM performance (Recruitment & Selection Industrial Relations, Compensation & Benefits, Safety & Health, Training & Development and Performance Management), which proves the correlation between the gains and different usage of IT and human resources management performance and improvement.

Information technology can improve the recruitment and selection process and procedures. Information technology plays a key role in making good industrial relations among organization members. Information technology plays a crucial role in following of HR career and development and their experience. Information technology can improve the compensation and benefits through efficient controlling the Financial and many operations and activities and instant flow of HR compensation and benefits. Information technology plays a crucial role in following of safety and health through effectiveness controlling and following Human resources safety and health within the company. Information technology can improve training and development through helping Human Resources to train and development through effective communicating and Networking and transforming the knowledge among the Human Resources and their coaches and formers. Also IT works to develop different process and procedures of management to achieve high performance.

3.2. Hypothesis 2: The effect of IT on HRM performance

- H0: Organizations in Algeria cannot develop human resources performance based on information technology.
- H1: Organizations in Algeria can develop the performance of human resources based on information technology.

In order to test the above hypothesis, we use the multiple regression model, the performance of human resources as a dependent variable and the dimensions of information technology (IT organizational proceedings, IT technical Equipment) as independent variables, as follows.

Table (7) Pearson correlation coefficient of IT and performance of HRM

		IT organizational proceedings	IT technical Equipment
Pearson Correlation	HRM performance	.841	.848
Sig. (1-tailed)	HRM performance	.000	.000
N	HRM performance	43	43

By the researcher based on the outputs of SPSS.V24

It is clear from the results of the table above (), that the correlation between the two dimensions of information technology (IT organizational proceedings, IT technical Equipment) and the human resources performance is significant, since (Sig) values are less than α , which indicates the strong, positive and significant correlation at α Level between the dimensions of information technology and human resource performance.

Table (8) model summary of IT and performance of HRM

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.887 ^a	.786	.881	.10654	.974	264.442	2	40	.000

a. Predictors: (Constant), IT organizational proceedings, IT technical Equipment

b. Dependent Variable: HRM performance

By the researcher based on the outputs of SPSS.V24

The table above shows each of the Person's correlation coefficient R between independent variables (IT organizational proceedings, IT technical Equipment) and the performance of human resources as a dependent variable which is a very strong positive correlation that shows the causality relationship between independent and dependent variables in addition to the high The determination coefficient R Square that indicates a suitability The model is to estimate the direction of the relationship between the variables, Plus the adjusted coefficient of determination resulting from the error in estimation with .10654 as a standard error of estimation that shows the quality of the representation of the regression trend in estimating the relationship between (IT organizational proceedings, IT technical Equipment) and human resources performance.

Table (9) analysis of variance of IT and performance of HRM

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.005	2	3.001	264.442	.000 ^b
	Residual	.318	40	.011		
	Total	12.323	42			

a. Dependent Variable: HRM performance

b. Predictors: (Constant), IT organizational proceedings, IT technical Equipment

By the researcher based on the outputs of SPSS.V24

***E-HRM: The effect of information technologies on
Human resources management performance***

From the ANOVA table, we find that the value of the Sig = 000 is less than 0.05, Therefore, the regression is significant, and therefore there is a linear relationship between the variables that is predictable towards the performance of human resources in terms of the dimensions of information technology (IT organizational proceedings, IT technical Equipment).

Table (10) coefficient of IT and performance of HRM

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.035	.259		.133	.895
	IT organizational proceedings	.185	.101	.189	1.830	.078
	IT technical Equipment	-.217-	.179	-.165-	-1.212-	.236

a. Dependent Variable: HRM performance

By the researcher based on the outputs of SPSS.V24

A multiple regression model can be written between the dimensions of information technology (IT organizational proceedings, IT technical Equipment) and human resource performance as follows:

$$\text{HRM performance} = .035 + .185 \text{ IT organizational proceedings} - .217 \text{ IT technical Equipment}$$

Through the sig value in the table, we find that all the variable coefficients in addition to the constant are not significant, and the sig value is greater than 0.05, which indicates the insignificance of the analysis of variance for the regression towards the development of human resources performance.

4. Conclusion:

As the previous outcomes we can deduce that: The hypothesis of this study are accepted the main and the sub-ones, subsequently there is strong and positive correlation between IT and HRM performance through that result The IT implementation in terms of systems or infrastructure which show the ~~part~~ of the Algerian organizations to provide techniques which target to develop the performance, as providing data, transmitting information and reinforcing decisions efficiently and speedily. Also the shortage of using technology and depend on traditional manual methods and tools in terms of paper files and documents and telecommunication tools as fax and Landline which shows the retard of the Algerian organizations in offering technological devices and tools that would ease the working process.

As well the organizations conform in terms of its dependence on IT which indicates the prevalence as a means dependable management and seeking for developing them as a means of upholding the different decision-making and ease the work. Where the organizations depending on the devices and tools more than control and efficient management of information which indicates the depending of Algerian organizations on techniques using instead of methods and patterns of management that significant the development of

management mentality.

Moreover the organizations use the technological tools basically to improve the horizontal and vertical industrial relations to guarantee integrated work followed by compensation and profits as a the second objectives for its importance as an tangible resource, training and development which is seeking by The Algerian organizations in spite of it is misunderstood by the Algerian manager as an experience and skill, and the least dimension is safety and health through the shortage of awareness of organizations the culture of this indicator.

There is a strong and positive correlation among IT and each of the human resources dimensions, recruitment & selection where IT can play a crucial role in the announcement the employment and receiving files electronically and make tele-interviews which profit time and minimize costs, industrial relations.

Good industrial relations depending on the speed of communication and continuity. Information technology plays a crucial role in that Interaction instead the traditional manners, devices and tools in order to profit time and improve the flexibility in the transactions and finally the relationships.

Information technology plays a important role in developing the talent , skills and creativity through improving access to information and knowledge conversion. Compensation & benefits, where the IT work to control the various situations of employees which contributing the facilities the social compensation and distribute the profits in the appropriate time and manner. Safety & health where the IT provide the indispensable information about the basics followed and inform with the safety risks just in time and the correct manners.

Technologies depending on the conversion of the data, information and explicit knowledge, where let the refinement of the training and employees level beside it contributes to the development of all the production methods, ways and tools of, marketing and organization.

Information technology works to create the integration and coordination of all the functions and facilitate the conversion of information about all the various activities to create synergies between all the parts of corporation in achieving the objectives and goals, consequently improving the management performance.

IT implementation become very necessary nowadays, where its importance has come from the business field characteristics to reduce of the losses: money, effort, time ...to achieve impressive outcomes and returns. The traditional tools, ways, vision, and philosophy of management become incapable to cope the movements of components of modern environment.

In the center of that The comp try constantly to gain from IT implementation to achieve their objectives and goals which higher performance , excellent and different advantages through focus on the Hardwar and soft to manage competently the information within the comp process and tasks all of that to achieve the human resources management aims through improve and develop The Recruitment & Selection, Industrial Relations, Career Development ,Compensation & Benefits, Safety & Health, Training & Development and the Performance Management.

***E-HRM: The effect of information technologies on
Human resources management performance***

Bibliographie:

- Abolfazl, S., & Behbood , K. (2015, January). Explaining the Role of Information Technology in Human Resource Development (Case Study: Staff and Faculty Members of Islamic Azad University, Darab). (I. j. sci, Éd.) *TI Journals, International Journal of Economy, Management and Social Sciences*, 4(1), 67-74.
- Ama, F. K., Peter, A. B., & Evans, O. O. (2015, June). The Role of Human Resource Information System in the Process of Manpower Activities. (P. O. SciRes, Éd.) *American Journal of Industrial and Business Management*, 5, 424-431.
- Amaeshi , U. F. (2013, December). Human Resource Management and Technology Transition for Firm Competitiveness in Nigeria’s telecommunication industry. *industry, International Journal of Advancements in Research & Technology*, 2(12).
- B, S. (2014, Sep). A Comprehensive Review On human resource Management Practices. *International Journal of Research in Business Management (IMPACT: IJRBM)*, 2(9), 21-28.
- Barkha, G. (2013, Sep- Oct). Human Resource Information System (HRIS): Important Element of Current Scenario. (www.iosrjournals.org, Éd.) *IOSR Journal of Business and Management (IOSR-JBM)*, 13(6), 41-46 .
- Hiyam, S. E., & Tareg, M. a. (2014, March). The Impact of Management Information Systems (MIS) Technologies on The Quality of Services Provided At The University of Tabuk. *International Journal of Network Security & Its Applications*, 6(2).
- Jaber , T., Karamollah , D., & Morteza . (2014, July). The Impact of Information Technology on the Performance of the Human Resource In the Martyr Foundation and Veterans Affairs of Great Tehran. *Universal Journal of Management and Social Sciences*, 4(7).
- Kamal, & Ashish, K. (2013). Impact of Technology Advancement on Human Resource Performance. *International Journal on Arts, Management and Humanities*, 2(2), 43-47.
- Karasek, A. (2015). Information Technologies in Human Resources Management - Selected Examples. (E. a. World Academy of Science, Éd.) *International Journal of Social, Behavioral, Educational, Economic, Business and Industrial Engineering*, 9(6).
- Katayoon, P., & Rosmini , O. (2013, August 25-26). Information Technology Effects on Strategic Human Resource and Performances. (H. a. Economics, Éd.) *2nd International Conference on Management*.
- Kathuria, S. (2014, December). Role of computer in human resource management. *International Journal of Engineering Sciences*, 3.
- M , R. B., & Asghar, E. (2014, Feb). Human Resources Management: A challenging Scenario in The Indian Context. *International Journal of Research in Applied, Natural and Social Sciences*, 2(2), 135-142.
- N, M., K.R, K., & S, M. (2015, March). Emerging Trends in Changing HR Technology and its Landscape. *International Journal of Advanced Research in Computer and Communication Engineering*, 4(3).
- Pinki, J. N. (2013, December). E-HRM Prospective in Present Scenario. *International Journal of Advance Research in Computer Science and Management Studies*, 1(7).
- SEYNI, M., & G, P. J. (2014). Impact of Information Technology in Human Resources Management. *Global Journal of Business Management and Information Technology*, 4(1), 33-41.