

The Impact of Electronic Human Resource Management (e-HRM) Practices on Organizational Performance in the Banking Sector in Ampara District

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ABSTRACT

Purpose: The purpose of this research is to examine how organizational performance in the banking industry of Ampara district is affected by Electronic Human Resource Management (E-HRM) practices.

Design/methodology/approach: Data was collected through a structured questionnaire from 200 employees working in banks in the Ampara district and secondary sources, including journals, articles, and websites. The research utilized stratified random sampling to gather data which was classified based on their designations.

Findings: The results showed a strong positive correlation between variables and as per the regression (80.1%) a significant impact of e-HRM practices on organizational performance in the banking sector.

Practical implications: The research offer organizations clear guidelines for how e-HRM practices (i.e. e-Recruitment, e-Basic organizational information management, e-Salary management, e-Learning and training, e-Welfare, and e-Career development systems) can be used to facilitate and improve organizational performance.

Originality/value: The research offer valuable insights for researchers, policymakers, and management professionals seeking to integrate engagement into e-HRM practices and policies to enhance organizational performance.

Keywords: *Electronic Human Resource Management (E-HRM) Practices, Organizational Performance, Banking Sector.*