

# ENCYCLOPEDIA OF HUMAN RESOURCES INFORMATION SYSTEMS: CHALLENGES IN E-HRM

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## RECOMMENDED TOPICS (AS A REFERENCE LIST)

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Bearing in mind the main focus of this Encyclopedia (e-HRM), the following list suggests topics that you can choose from regarding your area of expertise and interest. Other suggested topics/areas are highly recommended.

### **A** \_\_\_\_\_

Accountability

Applicant tracking systems (ATS)

Application, models

Appraisals methods

Assessment, centers

Assessment, e-HR

Assessment, models

Attractiveness of job

Autonomy, job characteristics model

### **B** \_\_\_\_\_

Bargaining

Base pay, international

Behavioral models, e-workplace

Benchmarking and best practices, e-HRM.

Benefits administration

Benefits and diversity

Boundaryless career

Bulletin boards, electronic

Burnout, ICT era

Business models, challenges

Business/IT/HR strategy alignment

Business-to-employee (B2E)

### **C** \_\_\_\_\_

Career development, challenges

Career, assessment

Career, corporate web sites

Career, life stages

Changing skills requirements

Collaborative learning

Collaborative technologies, applications and uses

Communication, collaborative technologies

Communication, effectiveness

Communication, programs

Communities of practice

Comparative compensation market data

Compensation

Compensation, decision service delivery

Compensation, tools

Competency-based compensation

Complaint procedures

Computer-based training

Computerized data collection

Computing culture

Conditions of employment

Conflict resolution

Connectiveness

Contingent workforce, e-management

Continuous learning

Contractual relationships

Core job dimensions

Corporate culture, e-culture

Corporate e-learning

Corporate HR support unit

Corporate responsibility and e-ethics

Corporate university

Cross-cultural training

Cross-functional teams

Cultural environments and globalization

## **D**

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Database management

Decentralized work sites, challenges

Decentralized work sites, HRM implications

Decision support systems

Decruitment

Delegation

Disability, HRM

Distance learning

Distributive networks

Diversity and decentralized work sites

Documentation management

## **E**

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e-Behavioral models

e-Benefits, challenges and opportunities

e-Coaching

e-Collaboration technologies

e-Commitment

e-Creativity

e-Democracy

e-Employee, lifetime value

e-Employment, legislation

e-Employment, security

e-Facilitation

e-Hiring process

e-HR development technologies

e-HR strategy and policies	Employee privacy and computers
e-HR, return on investment	Employee Relations Management (ERM)
e-HRM departments	Employee relationship management (ERM)
e-HRM planning	employee relationships, systems
e-HRM in private and public sector	Employee self service (ESS)
e-HRM, maintenance function	Employee training and development
e-HRM, motivation function	Employee, e-participation
e-HRM, operational challenges	Employee-employer relationships
e-HRM, organizational strategy	Empowerment
e-HRM, staffing function	Enterprise development environment
e-HRM, training and development function	Enterprise information portal
e-leadership	Enterprise resource planning
e-learning	e-Productivity
e-learning management systems	Equal e-employment opportunities
Electronic communication	Equal employment opportunities
Electronic communication, legal and policy issues	e-recruiting
Electronic monitoring of employees	e-recruiting consortium
e-Mentoring	e-recruiting methods
e-Mobility, challenges and programs	e-recruiting process
Employability	e-recruiting sources
Employee assistance programs	e-recruiting, application service provider (ASP)
Employee communications	e-recruiting, systems
Employee development	Ergonomics
Employee e-counseling	ERM strategy
Employee involvement	ERP system
Employee orientation	e-safety programs
Employee performance management	ESS applications

e-staffing applications	High performance work systems
e-stress	High-tech employee, motivation
e-suggestion programs	HR automation
Ethical decisions in HRM	HR data privacy, challenges
Ethical issues and dilemmas in e-HRM	HR data, global development
e-trust.	HR data, legal requirements and protection laws
e-Work, telework and, telecommuting.	HR data, resources, tools and programs
e-Workforce Planning	HR information security risks
e-Workforce, diversity	HR privacy programs
e-Workforce, multinational organizations	HR professional, role and function
e-Working models	HR Scorecard
e-Workplace security	HR systems infrastructure
<b>F</b> _____	HR technology projects
Family friendly environment	HR technology trends
Flexible benefits	HR/IT managers
Flexible working practices	HRIS functionality
FMLA	HRIS strategic plan
Fully integrated e-business	HRIS, cost, selection and implementation
<b>G</b> _____	HRIS, e-tools
Gender-based e-HRM	HRIS, globalization
General-purpose job board	HRIS, integration
Globalization, e-HRM implications	HRM and e-personnel
Group incentives	HRM principles, competencies and functions
Groupware	HRM systems, evaluation
Group decision support systems	HRM technology
<b>H</b> _____	Human capital management (HCM)
Handheld computer technology and HR.	Human capital measurements
Health and safety	

Human capital, e-metrics and e-measurement	IT, impact on attitudes, behavior, performance, motivation, perception, and productivity.
Human computer interaction	IT strategy
Human resource management	ITC, managing gender issues
Human resource management information systems (HRMIS).	ITC, managing underrepresented groups issues.
Human resource portal	ITC, skills and competencies.
Human resource practice	<b>J</b> _____
Human resources ESS portal	Job analysis and description
Human Resources Information Technology, HRIT	Job application
Human resources management function	Job changes
Human resources strategy	Job characteristics model
<b>I</b> _____	Job enrichment
ICT implementations	Job evaluation
ICT, workplace and work design	Job offers
Inclusiveness	Job related information
Individual needs	Job search tools
Information security	Job security
Information technology	Job specifications
International HRM	<b>K</b> _____
International/national unions	Knowledge based-pay schemes
Internet	Knowledge exchange
Internet abuse in the workplace	Knowledge facilitator
Internet/intranet business model	Knowledge management
Internet-based technologies	Knowledge Management and IT
Interviewing job candidates	Knowledge management systems
IS culture	Knowledge Sharing
IT project teams	Knowledge worker, safety and health

Knowledge workers

**L**\_\_\_\_\_

Labor market, internal and external conditions

Labor, relations and management

Learning and training

Learning organization

Learning theories

LOA

Low tech employees, motivations

LTD

**M**\_\_\_\_\_

Management of groups

Managerial control

Managing intellectual capital.

Mentoring

Mobile technologies

Monitoring and evaluating performance

Monitoring employee

Motivation

Motivation challenges for e-HRM

MSS applications

Negotiations

Network mapping software

Networking

New Industrial relationship models

**O**\_\_\_\_\_

Occupational risks

Off-site employees

Off-the-job training methods

On line training, program management

On line training, technologies

Online business processes

Online people management

Organizational change and development

Organizational culture

Organizational Effectiveness

Organizational IS

Organizational IT systems

Organizational knowledge

Organizational learning

Organizational strategic learning

Outplacement e-services

**P**\_\_\_\_\_

Participative management

Payroll administration

Peer evaluations and orientations

People-related KM

Performance appraisal

Performance management

Personal career development

Personal information management (PIM)

PMS

Portals

Process based leadership scoreboard

Process consultation

Process-driven work systems environment

Project management

Protean career

Psychological contract

**Q**\_\_\_\_\_

Quality of work life

**R**\_\_\_\_\_

Recruiting sources, methods and process

Required skills, knowledge and abilities

Responsible employer

Retention strategies

Rewards, challenges and systems

**S**\_\_\_\_\_

Selection procedures, applicability and reliability

Selection, process and technology

Self-service applications

Shared services center

Skills requirements and deficiencies

Social identity theory

Social network mapping

Social network theory

Social networks

Social relationships

Social-Cognitive Trust Model

Socialization process

STD

Strategic HR planning and management

Strategic human resource planning

Strategic information technology applications

Stressors

Suggestion programs

Survey systems

**T**\_\_\_\_\_

Teambuilding

Technology solutions for HRMS

Telecommuting, effects on HR

The new work force

Trade unions, responses to e-HRM

Training

Training needs

Training programs

Transaction alternatives

Trust in Virtual Teams

Trust relationships

**V**\_\_\_\_\_

Value of e-HR systems

Virtual communities

Virtual organization

Virtual team

Virtual team, rewards and compensation

Virtual teams, collaborative technologies

Virtual teams, effectiveness

Virtual teams, e-sinergy

<b>W</b> _____	Work/life balance, e-flexibility
Web portals	Workflow mapping
Web-based collaboration platforms	Workforce aging and ITC
Web-based HR services	Workforce productivity
Web-based support systems	Workplace learning
Work design	Workplace, e-security
Work group identity	Workplace, e-violence
Work place e-violence	Workplace, globalization

Idea Group Reference

[www.idea-group-ref.com](http://www.idea-group-ref.com)