

How to Cite:

Benyamine, K., Bensalem, A., & Belabed, F. (2024). The role of the electronic human resources management in achieving the job satisfaction of the institution employees: Case study of the Faculty of Economics at the University of Tahri Mohamed in Bechar. *International Journal of Economic Perspectives*, 18(11), 2275–2282. Retrieved from <https://ijeponline.org/index.php/journal/article/view/719>

The role of the electronic human resources management in achieving the job satisfaction of the institution employees: Case study of the Faculty of Economics at the University of Tahri Mohamed in Bechar

Khaled Benyamine

University of Bechar Tahri mohamed

Email: benyamine.khaled@univ-bechar.dz

Abdelhakim Bensalem

University of Bechar Tahri Mohamed

Email: bensalem.abdelhakim@univ-bechar.dz

Faiza Belabed

University of Bechar Tahri Mohamed


Email: Belabed.faiza@univ-bechar.dz

Abstract--This study aims at knowing how to promote the electronic human resources management EHRM to achieve the job satisfaction. Besides, it sheds light on the extent of the employees' satisfaction with the system of HRM at the Faculty of Economics at the University of Bechar. In addition, the study diagnoses the relation between the study variables through a field study on a group of 46 teachers and employees using SPSS. Findings show a direct and statistical significant relation between the EHRM and the job satisfaction.

Keywords---job satisfaction, human cadres, EHRM, University of Bechar.

1. Introduction

Currently, HRM is one of the most important administrations in the institutions because it plans, organizes, directs, and controls the individuals who are the engine of all the activities. In this line, its task encompasses the activities designed to provide the labor force based on the needs of the company. In

© 2024 by The Author(s).  ISSN: 1307-1637 International journal of economic perspectives is licensed under a Creative Commons Attribution 4.0 International License.

Submitted: 20 July 2024, Revised: 14 October 2024, Accepted: 16 November 2024

addition, it ensures the preservation, development, and motivation of the competencies to effectively and efficiently reach the company objectives. The human element is indispensable in the manual or automatic work. In this regard, the successive developments in ICTs reinforced the importance of the HR as many experiences confirmed that the success of the company depends on the performance of the employees. Therefore, the rapid growth of internet in the last decade boosted the adoption of the EHRM. Studies show that the number of institutions adopting the EHRM increased and that the applications are in continuous increase. Besides, some consider that EHRM is a wide organizational practice that paves the way for the directors and employees to show the necessary information to manage the HR through technology and, thus, achieve the employees' satisfaction.

Problematic of the study:

To achieve the job satisfaction, EHRM must be adopted in the institution. Based on this, we raise the following problematic, "to what extent does EHRM contribute to the achievement of the job satisfaction?"

Hypothesis of the study:

There is a statistical relation between the EHRM and the job satisfaction.

Aims of the study:

- Providing a theoretical background for the EHRM and shedding light on the job satisfaction.
- Knowing the extent of the employees' satisfaction with the EHRM.
- Knowing the status-quo of the EHRM in the study institution.

Literature review:

1. The study of Ruel et al., (2007) entitled "the contribution of EHRM to HRM effectiveness: results from a quantitative study in Dutch Ministry":

The study aimed at measuring the contribution of EHRM to HRM effectiveness through a study in the Dutch Ministry of Internal Affairs. Besides, the study used the analytical descriptive method and aimed to know whether the shift was beneficial for the Ministry. After the regression analysis, findings showed that the quality of the EHRM regarding the content is the most important interpreting factor in the competency of the technology and strategy of the HR. The study recommends making deeper scientific research on the efficiency of EHRM.

2. The study of Strohmeier (2007) entitled "Research in E-HRM: Review and Implication":

The study used the analytical descriptive method and aimed at making an experiment about the issue of EHRM and setting perceptions for the future researches. In addition, the study examined and analyzed the availability of knowledge to perceive it as creativity and innovation in the HRM to face the changes of the internal and external environment.

3. The study of Hytti & Akola (2013) entitled “Determinants of job satisfaction for salaried and self-employed professionals in Finland”:

It aimed at knowing some determinants of the job satisfaction through analyzing the effect of the patterns and characteristics of job on the job satisfaction. The authors used the analytical descriptive method on a sample of 2327 workers at the trade unions and administrations in Finland. Furthermore, they used an electronic survey and found out that the levels of the job satisfaction of the employees who work with more freedom are higher than the ordinary employees in Finland. Besides, the job characteristics have an effect on the job satisfaction of free workers. The job characteristics included the autonomy, job identity, job diversity, feedback, etc. The study recommended granting the employees more autonomy to reinforce the job satisfaction.

2. The theoretical background of the study:

2.1 The definition of EHRM:

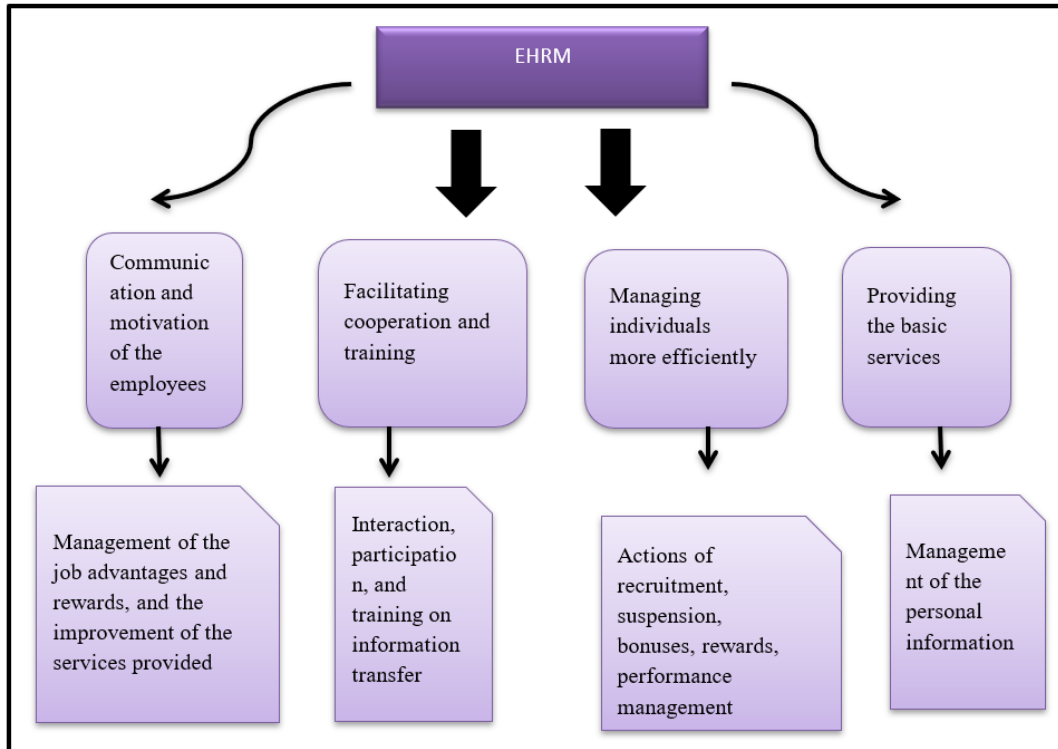
It has other names like HRM, virtual HRM, Intranet HR, Web-Based HR, and Portal-HR. In this line, it has various definitions as follows:

- Schramm points that it is the execution of the strategies, measures, and policies of the HRM in the institution through a direct and aware support based on web technologies. (Reham akram, 2012)
- Voermans sees that it is the administrative support of the HRM tasks in the institutions using the internet technology. (Abdullah odeh, 2013)
- Gand & Anjum believe it is an institution strategy that uses the flexible and complementary technology to link the internal actions and the employees with the aims of the organization. (Abdullah shamil kamel, 2022)

2.2 The fields of the EHRM:

EHRM can be divided into 04 fields that cover the provision of the basic services for the employees, individuals management, facilitation of the cooperation, training, communication, and motivation of the employees. Figure 01 shows the 04 fields:

Basic EHRM fields



Source: Houbkenz.brayan.markham.EHRM.Dar el farouk for publishing and distribution.egy.2006.p23

2.3 Job satisfaction:

- Henberg defines it as the feelings of the employee towards what the job implies, including the feelings of achievement, consideration, responsibility, and the potential of advance in the job. (zaid munir, 2006)
- It is defined as a set of nice feelings such as happiness and acceptance felt by the employee towards himself, his job, and his institution. It changes his job and life into a real gift. (ibrahim Ramdan, 2006)
- It is defined as the feelings of the employee of conviction or non-conviction towards a specific situation or behavior (Abdul Razzaq, 2011).

2.4 The types of job satisfaction:

It can be divided into:

1. The intrinsic job satisfaction: It is related to the self-sides such as the recognition, esteem, acceptance, mastery, achievement, and self-expression.
2. Extrinsic job satisfaction: It is about the external sides (environment) of the employee in the work environment, such as the boss, colleagues, and nature of the job.
3. The general satisfaction: It is the feeling of the job satisfaction towards the internal and external sides together (Salem Taseer , 2008).

3. Empirical study:

3.1. Method and tools of the study:

This study determines the various methodological sides related to the field study. In this line, we relied on the questionnaire to know the role of the EHRM in achieving the job satisfaction at the Faculty of Economics of the University of Bechar.

3.1.1 Population of the study:

This study revolves around the role of EHRM in achieving the job satisfaction in general, and its role in the higher education in particular. Thus, we make a set of procedures. We took the administrative employees and the teachers at the Faculty of Economics of the University of Bechar as a population (Ayman suleiman, 2018).

3.1.2 Sample of the study:

We identified the sample before administering the questionnaire. Thus, we administered around 50 questionnaires on the target sample. Then, we collected 46 because 04 questionnaire were not given back. After that, we conducted the analytical study.

3.2 The analytical tools:

Based on the general orientation of the field study, and to cover the study thoroughly, we used SPSS 25 to organize data and deduce information. Thus, we made tables based on the results of the analysis and interpretation of SPSS using some statistical methods as follows (Joseph Hair, 2020):

1. Cronbach's Alpha to examine the consistency of the scale items.
2. Frequency of the demographic information.
3. Correlation coefficient to examine the strength of the relation between the variables.

3.3 Analysis and discussion of the results:

3.3.1 Cronbach's Alpha coefficient:

Cronbach's Alpha	Number of items
.911	24

Source: made by the authors based on SPSS25

The table shows that the consistency of the questionnaire is 0.911, i.e. 91.1%. This means that the questionnaire is consistent and would yield the same results if it were administered another time to the same sample.

3.3.2 Analysis of the personal information of the sample individuals:

Table: distribution of the sample according to the gender

Gender	Frequency	Rate
Male	21	45.7%
Female	25	54.3%
Total	46	100

Source: made by the authors based on SPSS25

The table shows that 54.3% of the sample are females while 45.7% are males.

Table: distribution of the sample according to the age

Age	Frequency	Rate
31-40	22	47.8%
41-60	24	52.2%
Total	46	100

Source: made by the authors based on SPSS25

The table shows that the class of individuals aged between 41 and 60 is higher, with 52.2% and a frequency of 24 individuals. It is followed by the class of 31-40, with a rate of 47.8% and a frequency of 22 individuals. Thus, the dominant class is that of 41-60, with a rate of 52.2%.

Table: distribution of the sample according to the scientific qualification

Scientific qualification	Frequency	Rate
Secondary	7	15.2
University	12	26.1
Bachelor	5	10.9
Master	10	21.7
PhD	8	17.4
Professor	4	8.7
Total	46	100

Source: made by the authors based on SPSS25

The table shows that 12 individuals (26%) have a university level, 10 of them (21.7%) have mater level, 8 individuals (17.4%) have PhD, 04 (8.7%) have Professorship, while 07 (15.2) have secondary education level.

Table: distribution of the sample according to the position

Position	Frequency	Rate
Administration	22	47.8
Employees	15	32.6
Teachers	9	19.6
Total	46	100

Source: made by the authors based on SPSS25

The table shows that the administration workers are 22 with a rate of 47.8%, the employees are 15 with a rate of 32.6%, and the teachers are 09 with a rate of 19.6%. Thus, we conclude that the dominating class is that of the administration workers with 47.8%.

Table: distribution of the sample according to the experience

Experience	Frequency	Rate
Less than 05 years	4	8.7
5-10	14	30.4
10-15	18	39.1
+15	10	21.7
Total	46	100

Source: made by the authors based on SPSS25

The table shows the results of the descriptive analysis of the variable of the professional experience of the study informants. In this line, 18 ones (39.1%) have an experience of 10-15 years, 14 (30.4%) have an experience of 5-10 years, 10 (21.7%) have an experience of +15 years, while (8.7%) have less than 5 years.

3.3.3 Measuring the correlation coefficient and testing the study hypothesis:

The main hypothesis states that there is a statistical relation between the EHRM and the job satisfaction. It is divided into:

H_0 : There is no statistical relation between EHRM and the job satisfaction at significance level 5%.

H_1 : There is a statistical relation between EHRM and the job satisfaction at significance level 5%.

Table: the coefficient of the linear regression between the EHRM and the job satisfaction:

Dependent variable : Job satisfaction Y						
Independent variable : EHRM x	Slope of regression line a	Coefficient of consistency b	Coefficient of correlation R	Coefficient of determination R^2	Significance level	Acceptance of the hypothesis H_1
	-0.740	1.150	0.757	0.573	0.000	

Source: made by the authors based on SPSS25

Analysis:

We see that the value of the correlation R between EHRM and the job satisfaction was 0.757, i.e. 75.5%. Thus, there is a strong correlation and a direct relation that means that the increase of the application of EHRM increases the job satisfaction. Besides, the coefficient of determination reached 0.573, i.e. 57.3% of the change in the job satisfaction is thanks to the change in EHRM while the rest

is to other causes. In addition, the significance level is 0.000. This is less than the significance level 0.05. Therefore, we accept the alternative hypothesis H_1 and refuse the null hypothesis H_0 . As a result, there is a statistical relation between EHRM and the job satisfaction at significance level 5%.

Conclusion

We can say that EHRM is the management that uses modern techniques based on the internet in its systems. It works to apply the various technology to empower the directors and employees to have access to the services of HRM and the other services such as communication, performance, making reports, managing the teams, learning, and the administrative applications. This is why the organizations adopted EHRM. In addition, it is the least costly method. In this context, the employees must be satisfied with this system because the organizations generally rely on their satisfaction and efficiency in performing their tasks for success. In this line, the efficiency of the employees depends on their satisfaction and motivation for work. This confirms the importance of the human element in the life and survival of the organizations.

Based on what has been said, we conclude that:

- The application of EHRM is important for the growth and development of the institutions.
- The application of the EHRM contributes to simplifying the work procedures, alleviating the work burdens, and promoting communication.
- The employee's satisfaction with the job is necessary because the human element is the one that uses the system of EHRM, and is one of its requirements.

Bibliography List

1. Reham Akram Ammar(2012) , The extent of employee satisfaction with the electronic human resources management system in organizations , Department of Business Administration,gaza,
2. Abdullah Odeh Al-Rawahneh(2013), Impact of quality systems **EHRM** On the efficiency of the performance of employees, Faculty of Business,
3. Abdullah Shamil Kamel Al , Kubaisi (2022), Impact Practices **EHRM** On regulatory compliance, Faculty of Business.
4. Zaid Munir Abawi(2006), Administrative organization principles and basics, Osama House for Publishing and Distribution,amman.
5. Ibrahim Ramadan Al , Deeb(2006), Electronic Human Resource Management, um Al-Qura Foundation,amman.
6. Abdul razzaq Alrahaheh, Zakaria Ahmed Al-Azzam(2011), Organizational behavior in organizations, Arab Community Library for Publishing and Distribution,amman.
7. Salem Taseer Al , Shraideh(2008), Job satisfaction: theoretical frameworks and applications, Safa house for Publishing and Distribution,amman.
8. Ayman Suleiman Alqahwaji, Ferial Muhammad Abu Awad(2018) , Modeling with structural equations using Amos, Wael house four Publishing and Distribution,amman.
9. Joseph Hair,Tomas Hult(2020), The basis for modeling structural equations using Least squares,amman.