

Title of Article:

e-Human Resource Management and Organizational Performance (e-HRM) in the Nigerian Banking Industry: An Empirical Study of Guaranty Trust Bank Plc.

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Abstract:

The study attempted to examine the effects of e-Human Resource Management (with emphasis on e-recruitment, e-performance management; e-appraisal and e-training) on Organizational Performance focusing on service delivery and commitment. A structured questionnaire was used to collect data from 232 respondents from Guaranty Trust Bank Plc and were analyzed using Amos 21, which can be used in testing relationship between variables. However, it was revealed in our model that strong positive association exist amongst e-HRM variables and was in line with organizational performance variable. Further, noted amongst others is the close and significant relationship that exist between e-recruitment and service delivery, thereby accepting the study hypotheses. It is therefore recommended that banks and by extension the corporate world should adopt the use of electronic in delivering their activities especially in human resources. For further study, similar study should be carried out in other industry like manufacturing.