
The Impact of Electronic Human Resource Management (E-HRM) Practices on Impersonal Organizational Trust (With special reference to the managerial level employees in selected apparel companies in the Western Province of Sri Lanka)

Madushika, B.T.^{a*} & Peiris, J.M.P.M.^b

^{a,b} Department of Human Resource Management, Faculty of Management Studies, Rajarata University of Sri Lanka

^abtmadushika001@gmail.com, ^bminolip@mgt.rjt.ac.lk

Abstract

This study discusses the impact of E-HRM practices on the Impersonal Organizational Trust of managerial-level employees in the apparel industry in the Western Province. This research covers the independent variable as Electronic Human Resource Management (E-HRM) Practices and the dependent variable as Impersonal Organizational Trust. The study's targeted population was all the managerial level employees working in the apparel industry, in Sri Lanka. The importance of the study is therefore designed to fill the empirical gap. A quantitative approach was adopted to analyse the data. Data were collected using a cluster Sampling method from 125 apparel sector managerial-level employees in the Western Province and primary data was gathered through a structured Likert-scale questionnaire among the respondents. Data analysis was carried out through the IBM SPSS software package. Direct and indirect impacts between E-HRM practices on Impersonal Organizational Trust were significant and positive. The study explored that E-HRM practices significantly impact Impersonal Organizational Trust. Descriptive statistics, correlation analysis, and regression analysis were employed in the data analysis. This study found that the Impersonal Organizational Trust of employees is driven by E-Compensation & benefits, E-virtual training, and E-communication. In addition to that, those dimensions, E-compensation and benefits, E-virtual training and development, and E-communication have a higher positive impact on impersonal organizational trust. This research contributes to the growing literature on E-HRM practices and Impersonal Organizational Trust.

Keywords: E-Communication, E-Compensation & Benefits, E-HRM practices E-Virtual Training & Development, Impersonal Organizational Trust

* *btmadushika001@gmail.com*