
ABSTRACT

The rapid development of information and communication technology (ICT) in the past several years has promoted the development of electronic human resource management (E-HRM). E-HRM is an advanced human resource management tool, which can provide a wide variety of uses to an organization, including self-service for employees, information sharing, report production and the management of functions. The purpose of this study is to examine the determinant factors that influence the adoption of E-HRM among China's companies.

This study developed research framework based on the theoretical foundation and previous literature in order to better investigate the relationship between individual, organizational, technological, and environmental factors, and the E-HRM adoption. The questionnaire applied in this research was adopted and adapted from previous empirical studies on E-HRM adoption conducted by some researchers. The multivariate statistical technique of discriminant analysis was applied to test the Hypothesis and to identify the discriminant power of each significant factor as well.

Discriminant analysis of the collected data indicates that compatibility, top management support, IT expertise and overall industry pressure are the

significant factors to the organizational decision of E-HRM adoption. The findings of this study also reveals that compatibility and top management support are the most two important factors that distinguishing between the non-adopters and adopters of E-HRM. The practical implication of the findings is discussed at the end of this paper and recommendations for further research are proposed.