

# “E-HRM AND CLOUD-BASED HR SYSTEMS: REDEFINING THE FUTURE OF HR”

23<sup>RD</sup> FEBRUARY 2026 (MONDAY)



Gitarattan International Business School (GIBS), through its Institution's Innovation Council (IIC), organized a session titled **“E-HRM and Cloud-Based HR Systems: Redefining the Future of HR”** on 23rd February 2026. The programme was conducted for the students of Integrated BBA LL.B. Semester 4A with the objective of familiarizing them with the digital transformation of Human Resource Management and the growing significance of technology-driven HR practices in modern organizations.

The session was conducted by Ms. Namrata Jain, Assistant Professor, GIBS. At the outset, she provided a conceptual foundation of Electronic Human Resource Management (E-HRM), explaining how it represents the integration of information technology with HR strategies and processes. She traced the evolution of HR practices from traditional paper-based systems to automated and cloud-enabled platforms, highlighting the need for efficiency, accuracy, and agility in today's competitive business environment.

She elaborated in detail on the application of digital tools in core HR functions such as e-recruitment, digital onboarding, Learning Management Systems (LMS), online performance appraisal systems, payroll automation, and employee self-service portals. Through practical illustrations, she explained how these tools not only reduce administrative workload but also enhance employee engagement and organizational responsiveness. Students were made aware of how centralized HR databases improve record management, ensure compliance, and support real-time access to employee information.

The speaker further highlighted how cloud-based HR systems provide scalable, real-time, and remotely accessible solutions that enhance operational efficiency and significantly reduce administrative burdens. She emphasized that cloud platforms enable organizations to manage geographically dispersed teams, support hybrid work models, and ensure seamless communication across departments. By enabling real-time data analytics and reporting, such systems empower management to make informed and strategic decisions related to workforce planning, talent acquisition, retention strategies, and performance optimization.

Ms. Jain also discussed the strategic role of E-HRM in enhancing transparency and accountability within organizations. She explained how automated systems minimize human errors, reduce biases in recruitment and appraisal processes, and create structured evaluation frameworks. The transition from conventional HR management to technology-driven systems was presented as a shift from an administrative function to a strategic business partner contributing to long-term organizational growth.

The session further addressed the increasing relevance of digital HR solutions in a dynamic and remote work environment. Students were introduced to emerging trends such as HR analytics, predictive workforce planning, automation in recruitment, Artificial Intelligence-based screening tools, digital performance dashboards, and cloud-enabled workforce management systems. Special emphasis was laid on data security, confidentiality, and ethical handling of employee information in digital platforms.

Additionally, the speaker shed light on the expanding career prospects in technology-driven HR domains, including HR analytics, HR technology consulting, digital talent acquisition, and workforce data management. Students were encouraged to enhance their digital competencies and stay updated with technological advancements to remain competitive in the evolving job market.

The programme was highly interactive, with students actively participating in discussions and raising insightful queries regarding implementation challenges, cost implications, integration with existing systems, cybersecurity concerns, and the future scope of AI-driven HR models. The engaging dialogue enabled students to critically analyze both the advantages and limitations of adopting cloud-based HR systems.

The session significantly enhanced students' understanding of contemporary HR practices and provided them with practical exposure to the digital transformation of Human Resource Management. It successfully aligned with the objectives of the Institution's Innovation Council by promoting innovation-oriented learning and preparing students to adapt to technology-driven organizational environments.

### FLYER OF THE EVENT



**Ms. Namrata Jain**  
 Assistant Professor  
 Gitarattan International Business School

**E-HRM and Cloud-Based HR Systems:  
 REDEFINING  
 THE FUTURE OF HR**

**23<sup>rd</sup> February 2026**  
 (Monday)

**TIME:** 1:30 PM - 2:30 PM  
**VENUE:** Room No. 412, GIBS  
**CLASS & SEMESTER:** Integrated BBA LL.B 4A

<b>TYPE OF EVENT</b>	IIC Self Driven Event
<b>VENUE</b>	Room No. 412, GIBS
<b>TIME &amp; DURATION</b>	16th February 2026, 1:30 p.m. – 2:30 p.m
<b>CONDUCTED BY</b>	IIC-GIBS
<b>ORGANISED FOR</b>	Integrated BBA LL.B 4A
<b>NAME OF THE COORDINATOR</b>	Dr. Shreya Bhardwaj, Assistant Professor, GIBS
<b>ATTENDANCE</b>	41
<b>RESOURCEPERSON</b>	Ms. Namrata Jain , Assistant Professor, GIBS

<b>OBJECTIVES OF THE EVENT</b>	<ol style="list-style-type: none"> <li>1. To understand the concept and significance of E-HRM and cloud-based HR systems.</li> <li>2. To explore the application of digital technologies in core HR functions.</li> <li>3. To analyze the impact of E-HRM on efficiency, transparency, and strategic HR practices.</li> <li>4. To gain insight into emerging trends and career opportunities in technology-driven HR.</li> </ol>
<b>LEARNING OUTCOMES</b>	<ol style="list-style-type: none"> <li>1. Students developed a clear understanding of the scope and importance of E-HRM and cloud-based HR systems in modern organizations.</li> <li>2. Students were able to identify the role of digital technologies in recruitment, training, performance management, and employee engagement.</li> <li>3. Students gained awareness of emerging trends and career opportunities in technology-driven Human Resource Management.</li> </ol>
<b>SHORTFALL DURING EVENT</b>	None
<b>LINK OF ONLINE VIDEO</b>	<a href="https://youtu.be/Nzn3KwU_8Hc">https://youtu.be/Nzn3KwU_8Hc</a>

**PREPARED & SUBMITTED BY: DR. SHREYA BHARDWAJ, ASSISTANT PROFESSOR, CLS, GIBS**