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## Investigating the Effect of e-HRM functions on Organizational Innovation by the Mediating role of Knowledge Management Capabilities

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### Abstract

HRM functions are all tasks that apply to human resources management. Human resource management can affect the ability, motivation, and employee sharing opportunities to share, maintain, and create knowledge. The key to achieving more performance is the ability to change the organization, respond to environmental demands and adapt the organization's market to the needs of its customers. In fact, the innovative approach of the organization makes it more capable of responding to customer needs. Therefore, this study aims to answer this question: "Do knowledge management capabilities have a mediating role in the relationship between the functions of electronic human resource management and organizational innovatio "?

### Introduction

In recent decades, moving towards different communities has led many organizations to adopt innovation as a strategy and through its creation they review their organization and services and finally self – inclusion. Increasingly, Innovation is accepted as one of the major factors of organization's success in the long term, as organizations with innovation will be able to cope with greater speed and in better shape on environmental challenges. In this regard, knowledge as a major source of organizational innovation and productivity has a importance. Indeed, the impact of knowledge management on the advantage of organizational competitiveness is the core approach of an organization that links the competitive advantages of organizations with resources and capabilities that are unique and difficult to imitate and follow. Therefore, today, organizations are trying to manage knowledge more effectively and efficiently

until their performance is improved (Ziaei et al., 2011). Meanwhile, one of the key factors in the successful implementation of knowledge management is the application of HRM functions. Studies have shown that HRM functions can improve employee's motivation and commitment and provide the necessary ground for increasing organizational revenues (Ishak et al., 2010). On the one hand, the rapid and ever-increasing advances in information and communication technology and its applications in various areas of the organization have created a new approach to human resource management, which is called electronic human resources management (Buller, 2012). Information technology and e-HRM and its functions have effective role on professional development, the establishment of change and innovation, increasing commitment, increasing competence and capabilities, cost effectiveness, increasing consensus and coherence and can lead to human development (Imanipour et al., 2012). Regarding the goals of Iranshahr University of Medical Sciences and Health Services, it seems that one of the main solutions of improving this center is the growth and development of creativity and innovation, linking appropriate policies for Electronic human resources management with knowledge management capabilities as facilitator variable, is one of policies that make this growth in the organization.

#### **Case Study**

The statistical population of this research included employees of Iranshahr University of Medical Sciences and Health Services. The sample size was estimated 210 people and simple random sampling method was used.

#### **Materials and Methods**

In terms of purpose, this is an "applied" research and conducted in a "survey" method. Data collection tool were organizational innovation questionnaire of Ismail (2002), KM Capabilities questionnaire of Garrido and Padilla (2011) and e-HRM functions Researcher made questionnaire which their validity were confirmed by experts. Cronbach's alpha was used to determine the reliability. Structural equation modeling using SmartPLS3 software and Regression analyses using SPSS21 were used to confirm or reject hypotheses.

#### **The main Hypothesis**

- E-HRM functions have effect on organizational innovation through KM capabilities.

#### **Sub-hypotheses**

- E-HRM functions have effect on KM capabilities.
- KM capabilities have effect on organizational innovation.
- E-HRM functions have effect on organizational innovation.
- Employee recruitment has effect on organizational innovation.
- Training and development has effect on organizational innovation
- Performance evaluation has effect on organizational innovation.

- Payment structure has effect on organizational innovation.
- Participation has effect on organizational innovation.

#### **Discussion and Results**

According to results, it can be said that e-HRM functions have direct effect on KM capabilities (coefficient: .656) and KM capabilities have direct effect on organizational innovation (coefficient: .806). Also, In addition, e-HRM functions have a direct and significant effect on organizational innovation (coefficient: .213). Also, the effect of e-HRM functions on organizational innovation through the intermediate role of KM capabilities is .528 which is more intense than its direct effect. Also, it was found that the Employee recruitment Training and development, performance evaluation, Payment structure and Participation predict organizational innovation changes.

#### **Conclusion**

The results of structural equation modeling indicated that e-HRM functions directly and also through the intermediary variable of KM capabilities have effect on organizational innovation, with the emphasis on the fact that the effect intensity was greater through intermediary variable which shows the effective role of KM capabilities in the relationship between independent and dependent variables. In addition, e-HRM functions have effect on KM capabilities and KM capabilities have effect on organizational innovation. The regression test results indicated a positive effect of Employee recruitment, Training and development, performance evaluation, payment structure and Participation on organizational innovation, and thus all main and sub hypotheses were confirmed.

**Key Words:** e-HRM, Organizational Innovation, Knowledge Management, function