

Abstract

Electronic Human Resource Management and Its Impact on Organizational Performance: The Mediating Role of Job Commitment in Jordanian Food Industry Companies

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The study aimed to identify the impact of electronic human resources management (electronic selection-electronic appointment, electronic training, electronic performance evaluation) on organizational performance with job commitment as an intermediate variable in Jordanian food industry companies,. The study used the quantitative descriptive analytical method to prepare the study in addition to using the questionnaire as the main tool for collecting data from members of the study community the study community the study community was formed from the largest food industry companies operating in Jordan through the study of 12 companies, (420) questionnaires were distributed to the study sample and (373) questionnaires were collected from them, at all levels of senior, middle and lower management-using the method of relative stratified random sampling. The study used a set of statistical tests and analyzes, including descriptive and analytical techniques using the SPSS program for Social Sciences and modeling of structural equations (SEM) through the Amos version 25 program to test hypotheses and achieve goals.

The results showed that the electronic human resources management applications there is a statistically significant impact on the organizational performance in food industry companies in Jordan, as the companies ' use of electronic systems will be more accurate and faster than traditional methods, which saves time and enhances quality and efficiency, which in turn enhances organizational performance. In addition, there is a statistically significant impact of electronic human resources management on job commitment, as electronic human resources management practices enhance the commitment of employees to work and increase their motivation, which improves their productivity in the long term, in addition, there is a statistically significant impact of job commitment on organizational performance in food industry companies in Jordan, as job commitment helps companies to increase

The study recommends food industry companies to invest in electronic human resources systems to keep abreast of developments and the latest electronic technologies. Work on selecting the most outstanding human resources within the company and work on developing, training and

developing talents in order to increase their productive capabilities. Encourage employees of departments within the organization to submit innovative ideas. Projection of the reality of technological development on the applied ground within the company

Keywords: electronic human resources management, e- selection, e- appointment, e- training, evaluation e-performance, organizational performance, job commitment