Evolution of HRM to E-HRM to Achieve Organizational Effectiveness and Sustainability

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***Abstract*— This paper aims to study the role of HRM in contribution to organizational effectiveness (OE) and understand the evolving relationship between them over past years and in the future. This paper will also focus on evolution of HRM over the period of time and the challenging role of HRM in the 21st century. In last, paper will discuss about introduction of Information and Communication Technology (ICT) to HRM in terms of e-HRM and how e-HRM can contribute towards organizational sustainability.**

***Index Terms*—HRM, Organizational Effectiveness (OE), sustainability, e-HRM**

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