

# B-19

## 1. Trends

Cost
- 가
- ,
( = )

- “ ?”
-
- , 가
- / ,

Partner
- 가 부상
- 5% 가

Partner
- “ ?”
-
- 가 , / 가
- / ,

Company-Driven
- ( / )
- Generalist
-

market -Driven
-
- General-Specilist
-

Ready -made
-
-
- Off JT
-

Tailor -Made
-
-
- OJT Self-Development
-

Incentive -Providing
-
- (Equality)
- ( )

Success -Sharing
-
- (Equity)
- /

<b>p -HR</b>
- - 가 Skill -

<b>e -HR</b>
- Web - 가 Skill -

<b>Adiministrative HR</b>
- - - IT

<b>Strategic HR</b>
- , ( Outsourcing ) - - IT

2. e-HRM

**e-HRM**

Web technology	HR planning	Service deliver	Value
Chain	HR Activity		
	HR transformation --- LGE		

	가	
,	,	,
	---	PWC

	Human resources	
,	Technology	Application
---	Anderson Consulting	

**e-HRM**

<One-Way communication>

(1) : CISCO (美) ) CEC(Cisco Employee Connection)

- Web 가 , 가 E-MAIL
- , ,
- 10 , 50 가
- 
- \* / : 100 \$/
- \* : 300 \$/
- \* : 2,500 \$/
- \* : 300 \$/

(2) : Schlumberger(美) ) 無人  
'80 , HR  
' ,

'97  
SARL(Schlumberger Automated  
Benefits Link) 3

Step 1 :

Step 2 :

Step 3 : , ,

\*HR 25%

\*HR

\*

\*

CDP 가 가