



ETDs for Research and Development in the Field of Human Resource Management (HRM) in Sri Lanka

Abstract. ETDs has become a powerful scholarly tool for research and development in this electronic era. Special attention has drawn by the developing countries to build their own ETD repositories as they felt the importance of this ‘Research Gem’. Plans are underway to build up ETDs in the field of Human Resource Management in Sri Lanka and this research study is focused to such activity and how open access technologies helped to build up invaluable collection of ETDs to strengthen the research and development activities in the field of HRM for business resilience in this pandemic era.

1 Introduction

Knowledge is a power and academic organizations should know the value of their scholarly community and their knowledge that comes out as a tacit knowledge. Tacit knowledge is in human brain. It is an intangible asset and important to link employees’ intangible knowledge for organizational development. Organizations focus on how to make use the employees’ knowledge to improve the organizational capabilities. Knowledge is a property of an individual employee that can be collectively created as an organizational knowledge and be shared among members of the organization. Managing the employees’ knowledge within an organization is knowledge management (KM) that helps to make decisions and to improve productivity. In this context, ETDs play a dynamic role in the world of scholarly communication and have become ‘Research Gem’ in this pandemic era where scholars face many challenges to access information. At this juncture, ETDs can be considered as a major component of research and development where you get novel research idea, findings and recommendations. In this research study, it is described that how ETDs support for HRM research and development in the Sri Lankan context. Open access and open source technologies have been used to develop ETD repositories in academic, professional and educational organizations in Sri Lanka.

1.1 ETDs and HRM practices

It is expected that there should be a strong relationship among knowledge sharing through ETDs and HRM practices in an organization. The knowledge that accrue through ETDs can be identified in HRM practices. In the same vein, it is believed that HRM practices can influence employees’ knowledge sharing capabilities by way of stimulating both organizational and individual capacities. However, there are barriers to use the full potential of employees’ knowledge due to job descriptions and job evaluations. To generalize employees’ knowledge in work places, specific HRM practices act as backgrounds of knowledge management (KM) may be used to link HRM and KM. Moreover, it is proved that there are gaps in between knowledge sharing through ETDs and HRM practices. Thus, this research study is focused to identify the such gaps and to encourage scholarly community make use more ETDs in the field of HRM and apply those practices for organizational development and future research. Knowledge is not only an information and can be

considered as a “resource with asset value” that eventually supports organizations to function effectively. In this context, it is clear how important the scholarly knowledge that gain through ETDs to the organizations.

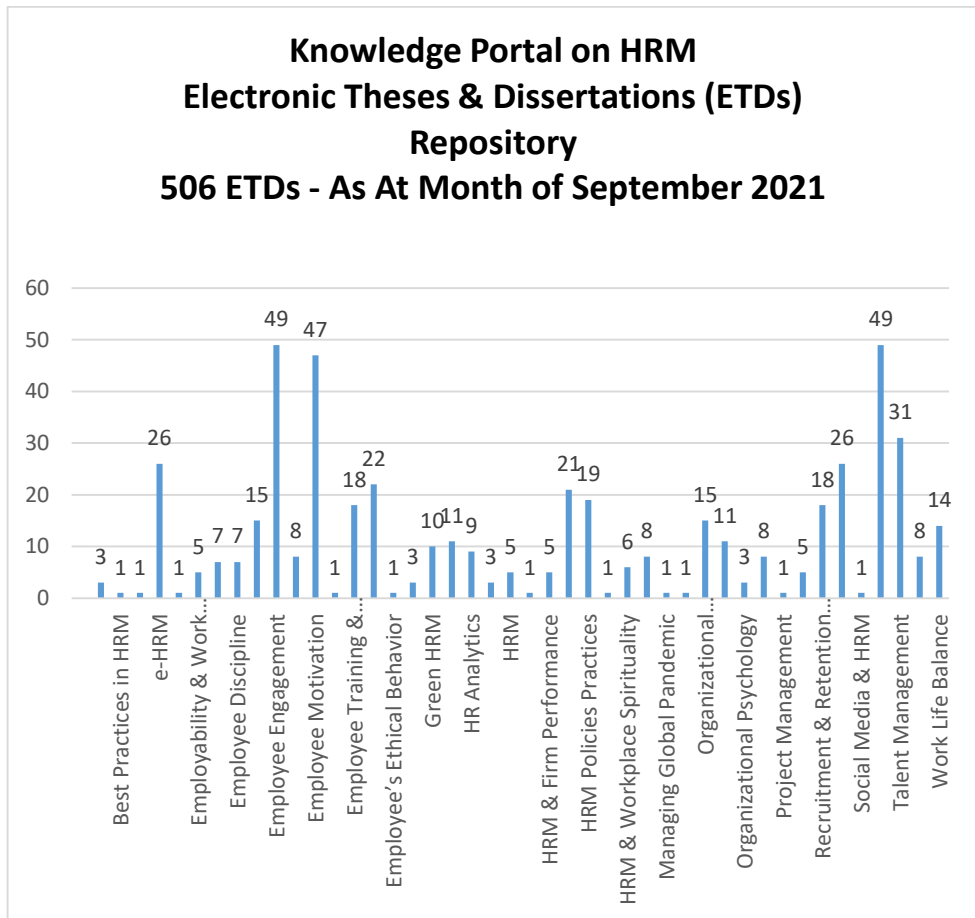


Fig. 1. ETDs on HRM for Research and Development

2 Purpose of the Study

It is a long felt need that there should be an ETD collection on HRM for scholarly communication in Sri Lanka. Thus, preliminary step has taken to develop such repository by using open access initiatives to serve the human resource (HR) practitioners, students and research scholars (Figure 1) by leading HRM professional organization in Sri Lanka. It is planned to add more novel ETDs to the repository and encourage students, practitioners and scholars to make use the repository to gain new knowledge and to conduct more research in the field of HRM. Moreover, annual evaluation surveys will be conducted to assess the usage and to identify which category (Bachelor/Master/MPhil/PhD) is mostly used and if there are any barriers to access the repository etc. and users’ suggestions to increase the usage of the ETD repository beyond its walls. Main purpose of this research survey is to discover familiarities with ETDs within HRM community and to make awareness among the HRM community about the importance of ETDs to achieve organizational goals and to build up a growing repository to serve the national needs in the field of HRM.

3 Sri Lankan Scenario

In Sri Lanka, most of the universities maintain their own ETD repositories. However, professional organizations in the educational sector is in preliminary stage of developing their ETD repositories and it will affect their research and development activities. This has been observed by the HRM educational sector and initiatives has taken to develop their ETDs through open access sources as they felt the importance of ETDs in research and development. The benefits of ETDs can be pointed out as follows -

- The findings of research presented in theses and dissertations are more accessible to scholars all over the world via the Internet
- The message of a thesis or dissertation may be better conveyed in an electronic format, as it allows for color diagrams and images, hyperlinks, audios, animations, videos, spreadsheets, databases, etc.
- ETDs reduce the physical shelving space needed to archive the print theses and dissertations in the academic library
- The researcher can save on printing or copying costs (Sengupta, 2012).

4 Conclusion

It is planned to strengthen the ETD repository on HRM by way of adding more and more ETDs covering all the areas in the field of HRM and make awareness among the students, HRM practitioners and research scholars. And also to include a session for the orientation programs on importance and usage of ETD repository. In this context, it is expected to support novel research on HRM studies and investing precious time of HRM research community. Moreover, it is planned to conduct outreach programs for the Sri Lankan HRM scholarly community to make use the ETD repository and get the maximum benefit of this 'Research Gem'.

References

- Sengupta, S. (2012, March 29). *E-thesis repositories: The Asian scenario*. Retrieved 2022, from Chinese Librarianship: An International Electronic Journal, 33: <http://www.iclc.us/cliej/cl33shantashree.pdf>