

## البحث الثامن

<b>Identification of e-HRM Practices in Egypt Five-star Hotels: A Quantitative Approach</b>	
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<b>Abstract</b> <p>This paper aims to identify the effect of e-HRM practices on hotel performance by measuring HRM service quality and employee productivity in Five-star hotels in Cairo. This study used a quantitative research approach. Data was collected through questionnaires from 25 Five-star hotels in Cairo selected to be the sampling frame. A convenience sample technique was chosen in this research to collect data using administrated questionnaire to HR managers, HR supervisors and HR employees. The total number of distributed questionnaires was 500 copies. The final returned questionnaires were 350 copies with 70% response rate. SPSS (Version, 26) software was used for analysis data.</p> <p>The results showed the importance and benefits of e-HRM application in Five-star hotels in Egypt. The results explained the agreement of the participants for e-HRM practices in five-star hotels. The finding showed the importance of e-HRM practices which including; operational, relational and transformational in improving the service quality of human resources and employee productivity. The results showed that e-HRM effects on hotel performance. This study contributed to the theory by increasing the literature review and researches related to e-HRM. The current study has some limitations which including; it concentrates on e-HRM practices in Five-star hotels in Cairo. Therefore, future research should address more hotels in Egypt; it also should undertake to test the findings of this study.</p> <p><b>Keywords:</b> e-HRM, HRM service quality, Employee productivity, Hotel performance.</p>	