Designing an electronic human resources management model based on knowledge creation in knowledge-based companies

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Abstract
The purpose of the current research is to design an electronic human resource management model based on knowledge creation in knowledge-based companies. The research method is qualitative, and applicable in terms of purpose, and basic research kind. To collect and analyze the data, the foundation's data theory research strategy was used. The statistical population of the research includes 12 managers and experts in the field of electronic human resources management in knowledge-based companies who were selected through theoretical sampling. The data collection tool is a semi-structured interview. Open, central and selective coding was used for data analysis, and MAXQDA 10 software was used to code the interviews. The results indicated that the electronic human resource management model based on knowledge creation in knowledge-based companies includes 10 dimensions (structural factors, environmental factors, cultural factors, strategy factors, organizational factors, technology factors, electronic planning, electronic recruitment, electronic training and electronic performance) and 38 components that were placed in the paradigm model of research in the form of causal, contextual, interventional conditions, strategies and consequences.

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Extended Abstract
Introduction
The main purpose of establishing knowledge-based companies is to obtain scientific achievements (Damavandian and Peyman, 2022). Knowledge in these companies has become very important, both quantitatively and qualitatively; and electronic tools are used to promote economic incentives (Jebali & Meschitti, 2020). Knowledge creation includes social and cooperative mechanisms as well as cognitive mechanisms of individuals. This is how knowledge is created, shared, developed and sustained. This requires communication and knowledge learning in the electronic network existing across the boundaries of a company (El Said, 2015). In such a situation, these companies need strategies to understand the factors affecting the development of new knowledge creation in order to align with the boundaries of knowledge and keep pace with dynamic environmental conditions (Al-Tal & Emeagwali, 2019). Since the main factor of creating productivity is improving people's knowledge and using their capabilities, therefore, creating knowledge as an important strategic factor has a high position in these companies. In this situation, it can be expected that the creation of knowledge in these companies will lead to the growth and improvement of the national economy. It is not possible to create knowledge without paying attention to its tools. Electronic human resources management provides managers with a wide range of different tools in the field of various functions. Electronic human resource management refers to performing human resource management activities using web technologies and seeks to provide information to managers and employees at any time and place (Berber et al, 2018). In recent years, the use of electronic human resource management and web-based technologies for human resource management procedures and policies in developed companies is growing (Ma & Ye, 2015).

Based on this, the current research is looking for an answer to this question: what is the identification of the effective factors of electronic human resource management based on knowledge creation in knowledge-based companies?

Theoretical framework
Electronic human resource management was expressed in the nineties and refers to the implementation of human resource functions using the Internet (Stone, 2017). Electronic human resource management is defined as the way of applying human resource management strategies, policies' and measures in organizations through a guided and informed support of them, which is done using web-based channels. Also, in another definition, electronic human resource management is the application of web-based technology for human resource management policies and actions that are maturing in organizational life (Fatemi & Shayestehpor, 2023).

In the current global economy, knowledge creation has become the most important factor in gaining a competitive advantage for companies. Rapid developments in the competitive environment as well as the needs of customers have made paying attention to the mechanism of knowledge creation one of the obligations, especially for commercial and knowledge-based companies. Knowledge -based companies have to be sustainable in the competitive arena and must create new knowledge with their knowledge-based functions and present it to the audience market in the form of their products (Luse at al, 2013).

Fatemi & Shayestehpor (2023) investigated the impact of blockchain technology on electronic human resource management in the insurance industry and using a questionnaire in a sample of 384 employees of the insurance industry, they showed that blockchain technology has a significant impact on electronic human resource management in the insurance industry. Afrasiabi et al, (2022), in a research, investigated the effect of

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electronic management of human resources on the bank's competitive power through the mediation of electronic trust of Zahedan Bank Maskan employees, and by studying 169 of these employees and using the structural equation modeling method, they showed that between management Electronic human resources, competitive power and electronic trust have a positive and significant effect.

Methodology

The research method is qualitative, and applicable in terms of its purpose, and is basic research kind. To collect and analyze the data, the foundation's data theory research strategy was used. The statistical population of the research includes 12 managers and experts in the field of electronic human resources management in knowledge-based companies who were selected through theoretical sampling. The data collection tool is a semi-structured interview.

Discussion and Results

For data analysis, open, central and selective coding was used, and MAXQDA10 software was used to code the interviews. The results indicated that the electronic human resource management model based on knowledge creation in knowledge-based companies includes 10 dimensions (structural factors, environmental factors, cultural factors, strategy factors, organizational factors, technology factors, electronic planning, electronic recruitment, electronic training and electronic performance) and 38 components that were placed in the paradigm model of research in the form of causal, contextual, interventional conditions, strategies and consequences.

Conclusion

The current research was conducted with the aim of designing an electronic human resource management model based on knowledge creation in knowledge-based companies. The results of this research are consistent with the findings of researchers such as Johnson et al, (2021), Eslami et al, (2022), Afrasiabi et al, (2022), Fatemi & Shayestehpor (2023), and Valeau & Paillé (2017). In this context Johnson et al, (2021) have pointed out that the potential use of electronic human resource management is a tool to increase human resource innovation. Past studies suggest that electronic HR management may make the role of HR more efficient and improve service delivery, leading to the adoption of an important role in business strategy. In addition, considering human resources management with electronic technologies facilitates the competition and efficiency of knowledge-based companies.

According to the results of the research, it is suggested that activities related to the education of information technology structures should be provided in the organization, a comprehensive education environment should be made available in the organization, and educational policies and programs should be developed in the organization. Also, in the organization, the training of working with electronic systems is carried out for new employees. Considering the role of organizational, environmental and cultural factors, it is suggested that the organization should pay special attention to the effective participation of employees in matters, establish effective communication between human resource managers and information systems, employees in the organization should have access to communication and participation in the problem solving teams and can talk about the problems related to the electronicization of the work process and share these problems with the managers.

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