

# Foreword

Technology is everywhere in our world. We see it every day in activities such as banking, shopping, flying, entertainment, or communicating. We live with technology and we are surrounded by it. We cannot escape its influence and how it shapes our lives. But work organizations are also as dependent on technology as we all are for our daily activities. Organizations use technology for manufacturing, sales, production, marketing and, yes, for human resources actions and interventions.

So this is the focus of this volume—electronic HR (eHR), a new world order for managing human resources in organizations. A world where scientists and practitioners in the industrial/organizational psychology field have much to say and much to offer in order to promote the effectiveness and optimization of eHR technologies and services. And so the motivation behind this volume—to provide practical advice to those who compose, manage, and develop human resources in work organizations.

Hal G. Gueutal and Dianna L. Stone have succeeded in assembling a diverse and powerful group of scholars, practitioners, and providers, all much involved in promoting the optimal use of eHR technology to achieve organizational effectiveness. The authors of the chapters herein focus on providing practical guidance and insights to those who are applying (or currently are using), designing, or delivering HR technologies. Hal and Dianna have done our field a tremendous service by editing this unique volume. The documented practical thoughts, the applied research discussed, the highlighted lessons learned, and the documented guidelines embedded in the chapters will provide an invaluable and rich resource for managers, executives, or those involved in optimizing human resources. And for that, on behalf of SIOP's Professional Practice Book Series Editorial Board and our membership, we

thank you both. We hope this volume stimulates, influences, and promotes eHR to the benefit of people and organizations.

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