

Virtual HR Era in Human Resource Management

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Abstract: Now-a-days, in Human Resource Management (HR) many technological changes are taking place. Every day, the human resource management process becomes very busy. Therefore, HR managers are always looking for technologies that can enrich the functionality of HR processes. With this in mind, the latest technology, known as Virtual Reality, can be selected by HR managers for hiring, data management and improving employee productivity and communication, especially effective and easy to use. Virtual Reality (VR) checks both of those boxes. Big organizations and agile startups alike use VR for everything from hiring to training to employee communication. The virtual platform they have chosen not only gives their employees the opportunity to learn from each other but also allows them to take advantage of language learning opportunities. We therefore studied various studies and research on the concept of Virtual HR and identified the aims, challenges and future of this concept of Virtual HR.

Keywords: Virtual HR, Challenges, Real truth, Organization, Communication.

1. Introduction

Virtual HR offers a variety of options that directly connect employees with HR programs in the organization. It allows them to feed input details directly and bypassing the need to pass on to a third party, usually a member of the HR department. For employers, this has the effective benefit of reducing the HR's commitment to maintaining integrity and providing employee record keeping, as well as regular data and accurate information on employee needs that can be captured and processed. For employees, virtual HR allows them to have their data in the company and continue with training and evaluation needs, making this an ongoing process rather than an annual event. As well as giving employees access to automated tools, standard HR systems allow the HR department to perform many common tasks such as data delivery, salaries, administration and general documentation.

According to the Future of Jobs Report, Only the need for human skills will grow. The World Economic Forum is creating 75 million current jobs that will be phased out when artificial intelligence takes over some of the work. However, 133 million new jobs will be created, and skills in emotional intelligence

and technological intelligence, such as technology construction and systems, will be essential.

The focus will be on 2019 where a decision will be made on how to use AI to help employees perform their tasks better. PwC predicts 20% of executives in U.S. companies' Artificial intelligence systems report that they will roll out AI throughout their business this year and expect AI investment in both rethinking operations and operational processes. For HR leaders, this is already happening. Oracle and the Future Workplace conducted a study with 600 HR leaders called AI at Work, to learn where AI was used in the workplace to rethink the experience of baptism candidates and staff. It is up to the organizations to find their recipe for success compared to this new business environment. As such, more and more organizations tend to organize their activities individually to make them more flexible and flexible. Another implication is the need to streamline human resource management (HRM) in a viable business environment, not only based on job redesign, often based on IT, but also on HR management's willingness to use a new approach to common problems - from leadership, collaboration, development and needed skills, sometimes an important release of the HRM function.

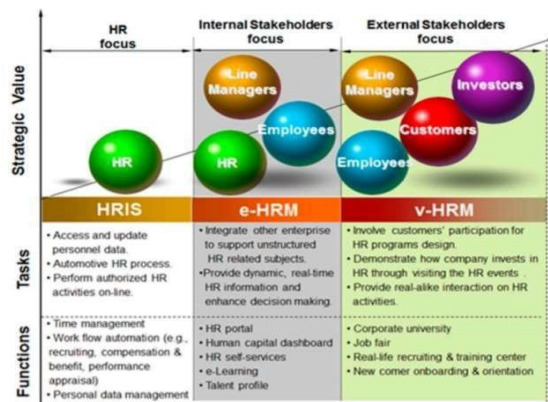


Fig. 1. The Informational Technology (IT) profile of Human Resource (HR) Transformation
(Source: Hung-Yue Suen et al, "Towards multi stake holder value: V-HRM")

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2. Literature Survey

Scott A. Snell (2001) published an article in the CAHRS Working Paper Series entitled "The Departments of Virtual HR: Exit Out". This paper examines the concept of virtual HR departments: a network-based organization in collaboration with and integrating information technology to simultaneously strategic, flexible, cost effective and efficient. Merck Pharmaceuticals to demonstrate what information technology is like in developing virtual HR infrastructure. Next, we introduce a HR job mapping model that includes both internal and external information acquisition options. We conclude by giving some recommendations for management practice and future research.

Sharyn D. Gardner, David P. Lepak, Kathryn M. Bartol (2003) published an article in the Journal of Vocational Behavior entitled "Virtual HR: The impact of information technology on the human resource professional". This paper explores accelerated investments and new technologies (IT) offer business opportunities in very different ways than before. Without the growing IT presence in organizations, however, we do not have a clear understanding of how IT affects the role of professionals. We address this issue by investigating how jobs in one profession, human resources (HR) are influenced by the widespread use of IT in the labor department. Specifically, we explore how HR professionals manage HR knowledge and the expectations set for them that rely on IT growth. Our findings suggest that IT enables HR professionals to access and disseminate information effectively while also influencing their expectations. Future results and directions are discussed.

Jonathan P. West, Evan M. Berman (2001) published an article in the Review of Public Staff Management entitled "From Traditional to Virtual Virtual: Is the Transition Occurring in Local Government?". This study looks at the use of information technology (IT) in human resource management (HRM) and how it affects HRM work. According to a survey of cities with more than 50,000 values, it finds that although managers agree that IT is important, few cities use IT in their HRM in any broad way. It is widely used in payments and payments for online management and employment. However, IT applications for training, job evaluation and assessment, positioning, staff evaluation, and background testing are not the case. A major factor that explains the use of IT in HRM is the technical guidance of HRM managers, and those HRM executives who consider IT a competitive advantage are more likely to promote it. This document concludes with a touch on HRM activities.

Strohmeier, S. Diederichsen (2010) published an article in a workshop on Electrical Management of Human Resources entitled "Human Resource Management Appropriate Virtual Public Research: Review and Outlook". Virtual Community (VC) is a broad-based approach to social and economic transactions. And Human Resources Management (HRM) includes both relationship-centered and standardized processes. HRM actors, especially HR executives and employees, are increasingly trying to balance their personal and professional needs. Therefore, when you are given workplaces that are becoming increasingly fragmented with increasing space, the

use of VC can highlight the benefits or risks of appropriate HRM processes. In addition, applicants use the VC to maximize their chances in the hiring process. However, despite the apparent evidence of HRM-appropriate VC (VCHR), various research literature seems to be in short supply. To explore this, this paper aims to compile and evaluate relevant textbooks to give impetus to systematic VCHR research — which can be a bet on building a specific research environment in the context of e-HRM.

Kahai, S.S., Carroll, E. & Jestice, R. (2007) published an article in the Journal of the John Carroll University entitled "Team Collaboration in Virtual Worlds. Data Supporting Information in the Information Systems". This checks that, Are the physical worlds more or less effective in the performance of the physical group? We suggest that the answer to this question is complex and multi-faceted, and we propose a research agenda with theoretical foundations to guide researchers in the area of visible group collaboration over the next seven to ten years. While visible groups are increasingly used by organizations, there have been a few systematic studies conducted to understand how partnerships in the visible world are compared to collaborations supported by other media, or how features of visible groups influence the process and outcomes of collaboration. The research agenda we propose looks at the fundamental differences between the physical world and other media, but also includes consideration of specific contextual factors, as well as the potential impact of leadership on the collaborative process and outcomes.

LeTart, J. F. (1998) published an article in the Journal of HR entitled "Looking at Visual HR: How Back I Am". This is a test of change and can lead HR professionals to innovate or bring new HR methods to their customers. These ideas are similar to the recent recognition of the continuous use of IT in HR work: from simple publishing information to HR workflows on the web (LeTart, 1998). According to this framework, the use of IT in HR has the potential to unlock the potential and limit the workload of employees.

David. P. Lepak (1998) published an article in the Human Resource Management Review entitled, "Virtual HR: Strategic human resource management in the 21st century". This document examines the emergence of visible HR in organizations as a response to the increasing availability of external options for building HR services and the complex growth of information technology. We explore the motivations that motivate HR managers to implement this virtual system and, from cost-effectiveness transactions and corporate-based perspective, we present a framework that can be used to understand and map the structure from virtual HR. The results of theory and research are discussed throughout the article.

Dr. Amol Murgai published an article in the International Journal of Trend in Scientific Research and Development (IJTSRD) entitled, "The Role of Artificial Arts in Transforming Human Resource Management". This checks out, Machines has a lot, but before it reaches the set level it still relies on people for judgment. Among the most recent departmental activists who have seen the wisdom of assisting in decision-making about the organization's source to the people. The current paper

focuses on Artificial Intelligence in personnel management.

R. Broderick and J. W. Boudreau (1991) published an article in the CAHRS Working Paper Series entitled, "Human Resource Management, Information Technology, and the Competitive Edge". This is a study of human and contextual studies in the field of information systems (IS), human resource information systems (HRIS), leadership, human resource management (HRM) and interim knowledge-based research. HRIS and leadership are two key research ideas, and HRM provides the application and administrative space for HRIS leadership. Tacit information is used to describe and interpret actions that make leadership tasks, critical and effective. A theoretical framework contains when you think and act in the present way, it reveals what kind of information systems it represents, and when you think and act differently, it creates what kind of information it organizes. The framework is based on conventional thinking, practice and practice, which prevents the process of viewing, discovering, using and using different ideas and actions even though it may offer useful and innovative solutions or IS-building tasks.

Li Ma, Maolin Ye (2015) published an article in The School of Management, University of Jinan is entitled "The Role of Electronic Personnel Management in Modern Human Resource Management". The paper notes that, many organizations have changed face-to-face human resource management activities through electronic control, HR HR for short. E-HRM helps HR work create dynamic and efficient skills and contributes significantly to HRM performance. This document explains more about e-HRM in detail with the following features: e-HRM presentation, e-HRM types, e-HRM role, factors influencing use, HRM performance, e-decision decisions - HRM and e-HRM context in China, and is expected to help people understand e-HRM comprehensively and systematically.

Liangtie Dai, Yang He, Guangdong Xing (2015) published an article in the School of Management, Jinan University entitled "The Construction of Human Resource Management Cloud Service Platform". This checks that the HRM service is facing challenges to promote efficiency, cost savings, quick response and more. To address these challenges, this paper prioritises the "6 + 1" structure of the human resource management system combined with other features of cloud computing, defines the service mode of the cloud service based platform, features and challenges the platform, and hopes to provide a new service perspective on human resource management.

3. Objectives of Virtual HR Information Technology Intrusion

HRM professionals face the future of digital. The rapid growth in the field of hardware, software, communications and telecommunications services is critical to the visible HRM organization. It is no accident that the visible doors of HRM will become commonplace soon. This is especially true with the increase in development and the low cost of technology for years of information and automated processes.

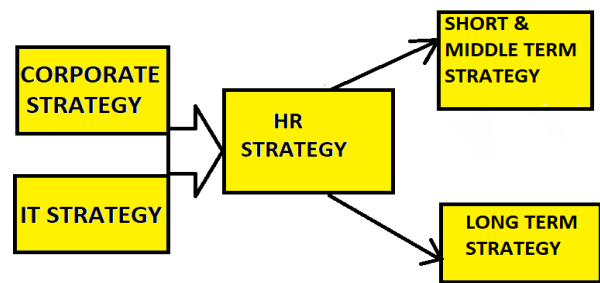


Fig. 2. Strategic framework of informational technology plan
(Source: *Role of Informational Technology in Human Resource*, Jhothi Rohilla)

A. Process Re-Engineering

Strategic HRM managers are constantly looking for ways to refine and improve key business processes to make them more efficient. All business processes, especially those in the HRM department, can be adjusted and improved by making full use of information technology skills.

B. High Speed Management

In order to be competitive, all companies must work smartly and quickly. Virtual HRM is a smarter and faster way to deliver services than traditional HRM.

C. Network Organization

Virtual HRM departments are more likely to come from affiliated organizations than traditional companies and executives. The proliferation of information technology such as local networks, email, and corporate intranet is a trademark of a company with compliant networks. These new wave organizations provide information-sharing technology to empower all levels of staff.

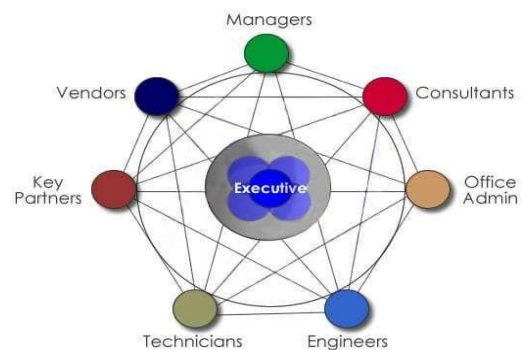


Fig. 3. Network Organization in Virtual HRM
(Source: *Bitstream Communication, Inc*)

D. Knowledge Workers

The 21st century organization will compete for strategic knowledge and experience. These study organizations will have self-directed and computer-assisted, experienced staff. These employees will do well to use the information to identify quickly and seize profitable business opportunities while also diligently identifying and solving costly problems.

E. Globalization

To successfully complete the 21st century, almost all companies must develop a global business strategy. This means

that HRM departments must be able to provide services to their employees anywhere in the world. Clearly, the HRM technology department, which has the ability to cross the information highway, is well positioned to support international staff.

4. Experts Opinion on Virtual HRM

According to Josh Zywiec, deputy vice president of marketing for SmashFly. "One of the biggest challenges for employers is finding applicants who are well-equipped and involved in the nearly thousands of contacts in the relationship management system [CRM]. Employers need more information about candidates without looking at specific landing pages or opening an email. Using her communication skills, Emerson learns more about nominees' qualifications and who they are and what they care about, said Zywiec, allowing employers to speed up the first entries. The tool can also alert employers to take a personal conversation if necessary. By working with SmashFly's CRM, Emerson can automatically create a new contact record and track all conversations with a potential candidate via chatbot on a single record. Those interviews often provide employers with additional data and insight when selecting candidates.

According to Sharon Teo, Vice President of Corporate MSIG Insurance (Singapore). As MSIG moves forward in its digital operations, our key priority is to "bring everyone" to the forefront. To achieve this commitment, we actively look at what jobs and skills need to be changed, and provide learning and development strategies for our employees so that they can continue to develop their skills and stay fit. For example, we have introduced agile thinking and design programs to train our employees to be innovative and to be more efficient as we transition to digital workforce. We also provide our employees with access to digital technology that includes artificial intelligence and virtual reality, through workshops and courses, to enable them to better understand lifelong learning.

According to Tanya Worsley, Kaplan's Head of Global Professional Accountancy. "To empower employees with the right skills and competencies, HR staff must stand up to the challenge and embrace experience-based skills development as an innovative way in their top toolbox." Technological advances are advancing the realm of globalization such as new strategies including automation, Artificial Intelligence (AI), Augmented Reality (AR), and Virtual Reality (VR) that provide life-like simulations that make learning more immersive and engaging with users. If the Learning and Development (L&D) sector is progressing well at this stage, eventually, computer systems will have access to the necessary intelligence to train staff - teaching, directing, evaluating, and providing productive feedback independently without human intervention. Since the public tends to have answers without researching the Internet, it is not surprising that digital forums will become a widely accepted place.

According to Arturo Schwartzberg, founder of e-learning company SweetRush, adding a headset and focusing on the VR experience can help create empathy. "You can find out what it's like to sit in a wheelchair, or to be a little bit in a room, or to do

the hard work of someone you never thought of," Sweet Rush worked with Hilton to improve VR knowledge to give office staff a true taste of driving a hotel, from front desk to house. After a successful pilot, VR information has been transferred to the offices of six of Hilton's companies worldwide.

According to Roy Elishkov, Actiview's vice president of strategic and business development. He said, "We can monitor the way they work. Are they exploring the area first, devising strategies? Are they prone to deploying, solving puzzles in sequence?" Changing the way companies train VR changes the way training is delivered. For example, the British Army recently launched a pilot program that will use VR to train soldiers and, since 2017, the KFC chain-food chain has been using the VR game to teach staff to cook fried chicken. The VR experience is enhanced to give employees a real sense of the day with their jobs. While the use of VR in training and recruitment has not yet begun, experts believe it will be in the future.

According to Talespin CEO Kyle Jackson, companies are increasingly interested in using real-life realities to teach their employees soft skills, such as how to negotiate with applicants and do performance reviews and expect VR training trends to continue. "Soft skills are among the most important things in any organization as they discuss their future career needs," he told the MIT Technology Review. "We don't see this drop anytime soon."

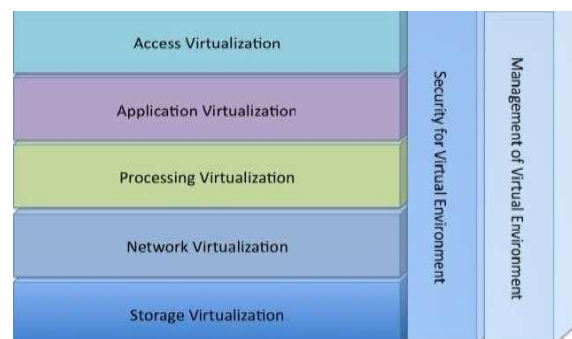


Fig. 4. Kunsnetzky group model of virtualization

According to Kyle Jackson, chief executive officer of Talespin, the company leading the HR revolution with its brand new on-the-job training technology tomorrow. Our personal technology puts users in a VR environment where they can practice challenging conversations at work and emotional AI characters, "explains Jackson." The characters convey emotions, use speech recognition and natural language processing to listen to and discuss and engage thousands of different conversations in user navigation techniques."

According to Andy Trainor, vice president of education at Walmart, the real truth in the retail space makes a lot of sense, especially in stores that are open 24 hours a day. "Because you don't get the opportunity to train after hours and you don't want to disturb your customers down." Virtual Reality allows you to create events that you will not be able to do in the marketplace in a way that friends can learn in a safe environment.

According to Matt Charney, senior content manager for Allegis Global Solutions. "A marketing and communications

expert who specializes in creating smart, compelling content and campaigns that transform product marketing into real business outcomes".

According to Forbes, Dr. Jeremy Nunn cites "questions about pay, holiday pay, social benefits and their general rights" as common questions. By answering questions via chatbot, HR departments can avoid these "repetitive and time-consuming" questions.

5. Virtual HR Challenges Sensitize New Users

In the visible public spaces of the world, many new ways are clothed in hints, or at least, say or write provocative ideas in something new. From a Judicial point of view, if people say it is a direct attack, it is not. According to Elchoness, JumpCrew's Chief Technology Officer, employees need to be encouraged by what they can see in the visible world. Participants should also know, for example, that the user will fall asleep if the user does not touch the mouse for more than 15 minutes during the visual session using the relevant global software.

A. Understanding Public vs. Privacy Boundaries

Employees should be aware that everything they say, post and do on the visible public domain can be recorded and stored on servers. IBM prohibits employees from continuing the company's business in public visible areas without the customer requesting it directly. Officials of the company that open offices in public places may receive the benefits of hiring and marketing, but they cannot control the language and behavior that takes place there. According to Nehmzow, "If I didn't have anyone in that position from my company all the time, I wouldn't have known there was a conversation.



Fig. 5. Recruitment challenges faced by the organization at implementation stage

(Source: K. McCannless "The future of human resource management: how will work in 2028")

B. Access to Law Advice

Legal advice, among the most experienced legal experts, also knows the answers to some important questions. Just because a person is hired on earth to do work on earth, they are not sure why they should not be considered as an employee, when there may be problems with profits.

C. Do Not Play

According to Hamilton, "As a result of the square measure of endless hope in this way it does not mean that you have to do or work with them all." Most of the problems managers face in their visual worlds but they have to play. Until the foregoing and the details are received, it pays to continue the delivery.

That approach should involve HR involvement early on HR professionals often do not fully understand the positives and instead focus on all the concerns and negatives.

D. Leadership and Administration

The visual business setting changes the context in which the relationship between leader and employees is formed and maintained internally. Many blessings of face-to-face contact are no longer offered, and new, completely different parts of the square to continue to fill the connection. There is a clear need for HR management to provide more information on a given assignment or company policy than they would normally do when they were able to learn non-verbal information.

E. Skills and Effects

The low level of technology exploitation of tools and technologies in an extremely prominent business environment will only produce negative results. If participants in these new ways of communicating are not focused enough, that can only lead to unwanted consequences. What is recommended is to create an environment that can reshape the meeting face to face. It's just the right foundation and a good knowledge of the environment and the people you work with that can make it happen. Another first ingredient we should have is the existence of common objectives among hourly managers and employees, because gratitude is only the production of unity and a willingness to use a solidarity strategy.

F. Lack of Vehicles

Members of the visual group often hear eyeleted; they lose sense of the importance of the work they do. In order for mental reduction to be eliminated, and to encourage employees working in a visible work environment, it is important to promote constructive communication, effective listening, clear presentation of goals, ensuring permanent leadership and management. , often outside of business hours, and using tools such as video conferences, Google Hangouts, Google Talk, Microsoft Lync (Business Skype) and Cisco Jabber, which allows for permanent communication with team members, but in a less formal way.

6. Virtual HR Futures Artificial Intelligence/Machine Learning

The biggest trend within full package trading is that moving to AI (AI) and an advanced package of the hour package is no different.

A 2018 LinkedIn survey revealed how AI is ready to influence recruitment. Seventy-six percent of managers and employers employed think that the impact will be "on someone important. The study identified candidates' turnover (58 percent) and student evaluation (56 percent) as the top two areas where AI would be considered the most important. Candidates are counted at the end, indicating that AI is not a solution for silver coins. Humans are still superior when it comes to handling complex, diverse situations. The main advantage of AI is to simplify the study of application materials. Instead of relying on HR professionals to pour over hundreds of resumes

and compile books, businesses can use an AI system to complete a task quickly. An additional benefit in the field of HR soft materials is the analysis of candidate candidates, without bias or by mistake.

Ideally, this can ultimately select strong staff with qualifications. With the help of AI, HR departments have a tool to accurately analyze staff from application to continuous performance review.

A. Robotics and Autonomous Agents

Chatbots are another great HR process that falls into the real-time artificial intelligence. Many of the sites have already incorporated interviews into their HR programs to provide answers to staff queries. Through *Via Forbes*, Drs. Jeremy Nunn lists “questions about pay, holiday leave, social benefits and general rights” as usual. By answering questions via chatbot, HR departments can avoid these “repetitive and time-consuming” questions. Nunn continues, “These bots can act as artificial platforms that allow hourly employees to respond to harassment for other high-quality and stressful questions that need their attention”. Every year, AI continues to emerge in a variety of functions and strengths. Although the most talked about example is self-driving cars, it is possible that, in the future, robots will be the custodians and participants of internal data. They will speed up communication and increase productivity by providing quick access to relevant information, at the right times.

B. Internet of Things

The following year, the rise of cloud computing will continue, with more and more businesses doing the same.

Cloud solutions square measure the most important for employees, and businesses are already making a lot of investment. More use of this technology will probably push the hour experience into central management lists. This will open the doors of HR by re-engineering the training of middle class people. It is possible that some of the traditional tasks assigned to these groups are assigned to line managers. The focus of HR will improve business management and performance. With the power of automation, businesses will free themselves from complex, time-consuming bonds.

7. Conclusion

Visible human resources allow for a wide variety of flexibility, from hours of activity to various staff engagements. It can be practical or financial flexibility arising from the need to adapt to strong business conditions and trends in the business globe, to personnel management, a social management function that manages the company's most valuable assets, their skills, knowledge and skills to achieve the company's goals and objectives. As if to build capacity, organizations have already adopted IT-based networks as a way to extend the integrated flexibility of timely response to permanent and permanent changes within the setting. The inescapable conclusion is that managing individual management in good hourly ideas sets a series of latest requirements before a co-worker: hiring the right or skilled worker, who is ready to immerse themselves in new

technologies and move away from a wider work to think of a flexible, visible business environment; informing the practices of the next generation of workers (presumably millennial generation), in which country borders, placement or time, are less important in the work of finding the right communication method and level and conditions to be used in assignments and schedules to receive and apply the benefits of the latest technology.

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