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## **CONTEMPORARY TECHNOLOGICAL TRENDS IN THE MANAGEMENT OF HUMAN RESOURCES**

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### **ABSTRACT**

Technology and mobile computing have rendered the idea of "conventional workstation" obsolete. Employees may now work from any location at any time. Globally, technology has entirely transformed the function of human resources. Recent technological advancements have revolutionised practically every element of human resources, including sourcing and performance management. Experts in the field are of the opinion that technology has a significant influence on the HR department.

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### **1. INTRODUCTION**

To allow employees to learn and grow, communicate, give feedback, influence their careers, and even manage others more efficiently, HR technology suppliers are increasingly creating apps with the employee in mind. Prior to a decade ago, vendors created HR systems largely to expedite HR administration, increase record-keeping, and aid in the redesign of HR procedures. Today, digital technologies are revolutionising practically every element of human resource management, including sourcing and recruitment, talent management, and performance management. HR technology Any technology used to recruit, hire, retain, and maintain human resources, as well as to assist HR administration and optimise human resource management.

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### **2. RECENT TRENDS IN HUMAN RESOURCE TECHNOLOGY**

#### **1. Mobile is gaining traction as a new HR technology platform.**

Companies are trying to update their HR systems as smartphone usage increases and workers across a variety of jobs demand access to business apps through their mobile devices. In certain situations, they may develop their own apps—condensed versions of business software that provide users with faster access to basic HR services like as time sheets and expense reports. When a company is ready to replace its present HR systems, it may search for suppliers that provide mobile applications as part of their core services. Whether firms construct or acquire, offering HR services through mobile platforms requires consideration of the many capabilities, mechanics, and user dynamics associated with mobile devices.

#### **2. ERP vendors establish themselves as competent personnel management suppliers.**

A decade ago, best-of-breed suppliers providing licenced software dominated the personnel management industry. Recruiting, learning, and performance management technologies were offered separately, requiring businesses to piece them together and connect them with their ERP systems. Then, ERP vendors started purchasing these smaller firms and incorporating specialist people management tools into their larger suites. As a consequence, several ERP vendors now provide complete personnel management systems that fit the needs of big, complex businesses.

#### **3. "Cloud-first" technology suppliers reimagine HR tasks.**

Even as ERP firms extend their HR product lines, a "third wave" of vendors is emerging with cloud-based talent solutions that are user-friendly, simple to purchase, and designed from the start for mobile devices. These new providers are focusing on a variety of fundamental HR functions such as payroll, hiring, learning, and employee engagement.

#### **4. Feedback, engagement, and culture are new software categories management.**

Employee engagement has been a growing source of worry for businesses. As a result, a slew of new software providers have emerged, offering new solutions for requesting real-time employee input, analysing culture, tracking engagement, and managing staff performance and objectives. These technologies enable firms to identify and react to employee complaints, needs, and ideas more quickly.

#### **5. Feedback and goal management are used to innovate performance and goal management.**

Dozens of big corporations have discovered that their old performance management software does not support their new processes after replacing conventional, year-end performance management procedures with more agile, real-time, and feedback-driven approaches. Startups perceive an opportunity to fill this need, but they have yet to include many of the elements that major corporations generally want, such as reviews and ratings, into their products. As a consequence, businesses may struggle to locate the right tools to support a performance management overhaul.

#### **6. HR technology innovation improves employee engagement.**

The HR technology world is moving faster than ever before. When it comes to upgrading and replacing old HR systems, CIOs and HR directors should seek for suppliers and technologies that provide consumer-like experiences, mobile capabilities, and predictive analytics—and empower workers to assess them for convenience of use, not just features and process. The number of workers who use HR products, as well as the length and regularity with which they use them, will become crucial indicators of engagement and effectiveness.

#### **7. Improved Data for Employee Management, Recruitment, and Retention**

HR technology is also making it easier for businesses to effectively attract, retain, and manage their personnel. Social recruitment is assisting businesses in reaching out to new prospects, while HR technology such as time and attendance systems and integrated data management may bring more transparency into the hiring process. HR technology may assist businesses in making better recruiting and employee-lifecycle choices. With such advantages, investments in HR technology should remain a top trend throughout the firm in the next year. In a recruiting pool where candidates can find a job on Twitter, apply on LinkedIn using a mobile device, conduct mobile video interviews, use digital signature technology to sign their offer letter, and show up for their first day of work remotely, it's clear that technology has completely infiltrated the delivery of hiring solutions—and companies that invest in technology today may reap the most benefits.

#### **8. Using Talent Websites**

With the advent of globalism, more and more company owners are discovering that true talent is not geographically restricted. Recognizing this fact, many of these company owners are forcing human resources professionals to search for quality job prospects on international talent sites and forums.

#### **9. Job Interviews on Video**

According to Alison Doyle's key essay "Video Job Interviews: Video Interviewing for Employment," an increasing number of firms are using web-based video interviews throughout the employment process. The video job interview may be used in a variety of ways, including screening interviews. In other cases, video may be used to conduct the bulk of the interview procedure. Human resources personnel may effortlessly interview applicants from all around the globe thanks to this technological innovation.

#### **10. Organizational Big Data Powers**

The two most important underlying characteristics of every job or assignment are ensuring compliance and avoiding risk. However, technology has broken the monotony by digitising human resource information via HR platforms. Big Data is one such technology innovation that is assisting HR professionals in understanding their consumers and marketing to target audience groups, and interact with potential clients. When combined with other technologies, Big Data provides deep insight and enables HR professionals to make choices based on critical information. Big Data provides HR managers with a fact-based picture of the present workforce and aids in the identification of upcoming trends. Furthermore, analytics assists recruiters in evaluating prospective personnel and allows you to make better risk management choices.

#### **11. Mobile Apps are the Way of the Future**

This year, smartphones are expected to dominate the HR scene. Companies are contemplating adapting their HR systems as employees across diverse businesses demand access to apps through mobile devices. Providing this kind of capability requires that firms will think about HR systems with a mobilisation process and the interface that workers want. Furthermore, the trend of developing apps that simplify core HR tasks is still evolving. Mobile applications are now required for every application that a firm generates.

#### **12. Social media is a great instrument.**

Today, social media plays an important role in HR, particularly in recruiting. A quarter of firms use social media platforms such as Facebook and LinkedIn to seek employees. HR departments may utilise social media for employee engagement as well as recruiting. It is regarded as a valuable resource for businesses seeking to achieve their HR objectives. Businesses may utilise social media platforms to reach out

to their target audience with job advertisements and other company-related information. Few businesses utilise social media to share their success story via images, blog posts, Tumblr, and Pinterest accounts. Furthermore, job searchers are utilising social media to learn more about the organisation. It's an excellent resource for learning what existing and prospective workers are saying about your organisation.

HR workers may use social media to stay up to date on the latest news, technology, and trends. Sharing business expertise may help you cultivate partnerships. All of these factors have combined to make it a perfect platform for engaging workers, building connections, and improving workplace interactions. In the future, more businesses may explore integrating apps with LinkedIn or Facebook rather than establishing internal applications.

### **13. Bring Your Own Technology. (BYOT)**

Most businesses value innovation that makes their goods function smarter. BYOT has become a new trend nowadays, and businesses have begun to embrace it owing to the amount of convenience it provides. However, one of the main worries for corporations is security. Companies that use the BYOT idea should ensure that their rules contain recommendations for securing personal data and that suitable procedures are in place if their device is lost or stolen.

### **14. Wearable Technology**

Top firms such as Google, Apple, and Microsoft have begun to incorporate wearable technology into all of their gadgets. These wearable gadgets may help your staff remain connected and manage their time better. Wearable technology, in fact, provide a plethora of potential for employee involvement, such as higher productivity, benefit incentives, and security. Wearable gadgets boost not just communication but also operational efficiency. In addition, some firms are looking at new methods to transform wearable devices into valuable tools. Any HR department thinking about moving to wearable devices should learn about the types of data the devices may capture and how compliance works.

### **15. The emphasis will shift from quantity to quality.**

We've been bombarded with technology breakthroughs, and many leaders and HR departments have embraced some, or if they're very imaginative, many of them. Only to discover (after investing money and resources) that some are a poor fit for their companies. In the next year, I anticipate considerably more selection. Instead of asking, "Is this incredible technology?" the inquiry will be, "Is this technology a good fit for us?"

### **16. The Importance of Real-Time Talent Management**

Tools that enable constant performance monitoring benefit everyone. A six-monthly formal employee evaluation is quickly becoming outdated. What matters considerably more is software that allows us to remain on top of things in real time. Problems are addressed, and positive elements like as recognition, pleasure, and incentives are in place to foster more productive employee interactions. It's time to stop playing catch-up. Real-time monitoring empowers HR and leaders to do more good by weeding out people who are not a good fit.

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## **3. IMPLICATIONS OF TECHNOLOGICAL DISRUPTION**

Digital drives many significant implications for both business and human resource department. Take a look at few advantages:

### **For business:**

- The human resources department assumes a more strategic role.
- Employees will be empowered to make decisions.
- Dismantle silos and bridge gaps
- The talent management process improves.
- Talent practices will be crucial.

### **For Human resource:**

- Almost every area of human resources will be simplified.
- A new organizational structure and collaboration will be developed.
- Human resources may examine employee data and provide tailored talent packages.
- Evaluating external technologies and enhancing business strategy

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#### 4. CONCLUSION

While technology is important in transitioning human resource management software and operations from people management to business execution, it does not cause this transformation. HR executives must use technology to provide actual value to the organisation. Because HR technology is still in its infancy, it has become critical to apply analytics - only to assure greater productivity, smooth transitions from jobs, behavioural evaluations, learning and development, counter attrition, recruit ideal talents, and so on.

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