



A Study on Impact of Technology in Human Resource Management

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ABSTRACT:

The ease with which employees, potential employees, management, and the general public can now access human resource data has changed significantly as a result of technology. Over the years, the use of online human resources (HR) solutions has grown significantly. While there are advantages to using technology to increase an organization's efficiency and effectiveness, not all organizations have advanced at the same rate.

The phrase "human resources management technology system" has historically referred to technological tools used by businesses to help HR specialists maintain employee data, handle payroll, and generate reports on the information. The term "HRIS" has developed in the modern world to encompass these HR duties as well as potentially many others, such as managing employee time and attendance, legal compliance and forms, hiring, employee expense management, employee benefits management, performance management, compensation planning, and other daily HR duties. These days, some of the most popular HR management software is from companies like Oracle, Lawson, Workday, and Columbia. .

Last but not least, it will address difficulties from both a theoretical and practical standpoint and give insight into the problems and relationships between the technological

Key Words: Impact, technology, Human resource management

1. INTRODUCTION:

Technological advancements can have a huge impact on an organization's HR department. It enables the company to improve its internal processes, core competencies, relevant markets and organizational structure as a whole. Human resources must be focused primarily on the strategic goals of the organization.

Technology has affected human resource management in a number of ways (Kossek, 1987). The impact of rapid structural changes in India saw evolution and development of technological sophistication. Indian organizations needed to cope with the need to develop a highly diverse work force into well trained, motivated and efficient employees with the subsequent de – skilling, re- retaining and multi skilling problems, workforce reduction policies, retention and career development (VenkataRatnam, 1998). Increased access enabled employees to be privy of information that was once only a managerial prospective, which has ramifications for power relations and task environments that encourage additional strategic human resource management innovations (Kossek, 1987).

1. What Is HRM ?

Human resource management involves creating personnel policies and procedures that support business objectives and strategic plans. Central to this mission is fostering a culture that reflects core values and empowers employees to be as productive as possible.

What are the responsibilities of human resource management?

HR professionals generally are tasked with creating and administering programs that improve workplace efficiency and employer-employee relationships. Within this broad assignment are several different, but critical responsibilities, such as:

Staffing

Staffing a business or an individual department requires a number of key steps. Hiring managers must first determine how many new employees the budget can support, then find and interview qualified candidates, and finally, make selections and negotiate compensation.

Developing workplace policies

If it's determined that a new or revised policy is needed, HR professionals typically consult with executives and other managers, write the supporting documentation and communicate it to employees. Policies may cover vacations, dress codes, disciplinary actions and other types of workplace protocol.

Administering pay and benefits

In order to attract and retain talent, compensation must meet industry standards and be comparable to what other employees in similar roles are being paid. Creating such a fair pay system requires careful consideration of an employee's years of service with the business, experience level, education and skills

Retaining talent

Compensation isn't the only thing that retains talented employees. HR managers may need to proactively address issues with workplace environments, organizational culture and relationships between employees and supervisors.

Training employees

When employees develop new skills, they tend to be more productive and satisfied with their job. Some of the training programs typically run by HR departments include team-building activities, policy and ethics education, and on-the-job instruction and skills, e.g. how to run a machine or computer program.

Complying with regulations

Laws that affect the workplace – whether they're related to discrimination, health care or wages and hours – are constantly evolving. HR professionals are required to keep up with these changes and notify the rest of the organization in support of compliance.

Maintaining safety

Safety in the workplace means protecting not just the physical health of employees, but also their private information. To minimize workers' compensation claims and data breaches, HR must implement security measures and ensure that all federal, state and union standards are met.

1. What is technology?

Technology is the application of scientific knowledge to the practical aims of human life or, as it is sometimes phrased, to the change and manipulation of the human environment.

Cloud-Based HR Systems

The use of cloud-based HR systems continues to grow among businesses, especially with younger employees, accustomed to working almost entirely within the digital realm. Cloud software — hosted on servers and easily accessible by authorized users — provides access to secure company and personnel data in real-time from just about any location.

Other increasingly popular cloud-based benefits may include:

The ability to incorporate HR analytics to build on prior recruitment experience and design new processes to attract job candidates

A comprehensive training process that encompasses employee access to company materials

(HR policy manuals, training videos, and other on boarding materials)

Enhance the employee experience by enabling them to use self-service portals and chat functions

The means to pinpoint individual employee peak performance and reward their efforts in an appropriate manner

An effective cloud-based HR system also paves the way for future growth in the workforce.

An applicant tracking solution can also:

Standardize the processes for job postings, interview scheduling, and hiring workflows for more efficient, consistent results

Improve accuracy and time savings for HR and applicants alike (potentially saving employers more money with each new hire)

Learning Management

New learning performance management techniques are transforming the way businesses conduct employee reviews and goal-setting. These changes reflect the ongoing need to prioritize employee development, ensuring that skills are up-to-date and that employees continuously learn and better understand the culture in which they operate. As the workplace changes, HR technology provides a more efficient means of adjusting performance management metrics.

2. What is HR Technology?

HR technology encompasses the use of hardware and software to maintain and direct a wide range of human resources tasks and responsibilities. Payroll, employee benefits, and candidate recruitment typically fall within the realm of HR technology. But in more recent times, the latest HR technology trends address a wider range of HR-related challenges — everything from the new hybrid work environment to the use of artificial intelligence (AI) and deep-

diverse data analytics. From a new generation of employee self-service to continued learning tools, the use of technology in HR management allows HR leaders to assume a more strategic role within the organization.

Using HR Technology To Fuel Success

Having effective HR solutions software is the foundation to any sound HR strategy. An integrated HR technology solution may enable a single employee record across multiple areas of the business and allow employers to customize how they use the system based on their specific needs. This includes choosing the modules that make sense for the company, such as recruiting, benefits administration, and time and attendance.

2. REVIEW OF LITERATURE:

1. JyotiRohullah (2015)

technology is a set of processes, techniques, method, equipment, tool, machinery and skills that a product or services are offered by them. Technology is the application of science to industry, using regular and directional practices and research. Information technology also a set of the instrument which is created with the goal of renovative information systems and disadvantage of information technology are usually caused by the undue use of this system, incorrect and incomplete design of information systems.

2. Teresia NjokiMachir; Kellein Kadambari (2015)

organizational change management as the transformation and modification of whole organizations, or parts, in an effort to maintain or improve upon the effectiveness in productivity, revenue, market competitiveness and internal alignment. Change management is an approach to transitioning individuals, teams and

3. Bengal (2006)

stated that firms should consider the values, myths, behavioral types, rituals, and expectations of society, when they are identifying HRM policy and strategies. Thus, organizations would be stronger in competition. Equally, if institutions put the ethics of people into account, it would be easier for them to behave in socially responsible way.

4. Gilbert, Stead & Ivancevich (1999)

discussed that group assumptions can affect motivation and satisfaction degrees as well as behavior and results of individuals. Besides, the individual level can influence the organizational dimension, in terms of quality, productivity, absenteeism, turnover, profitability and market shares. Together with these indirect effects, it is possible to stress a direct impact of cultural divergence on organizational performance.

5. Ulrich (1998)

discussed that HRM function has several roles in an organization; which is a strategic partner that integrates business and HR strategies; develops and strengthens business processes and provides essential HR services; satisfies personnel for their demands; increase organizational effectiveness and efficiency by creating change processes.

3. RESEARCH METHODOLOGY:

Significance and Need of the Study:

The development of any organization depends on its employees. For organizational productivity training and development assumes great significance. Training aims at increasing the knowledge and skills of the employee whereas organizational development on the other hand refers to overall improvement of the organization such as its structure, objectives, policies and procedures including managers and employees. Organizational development can be achieved by hiring the services of the professional's consultants. Training and development programs are often viewed as part of organizational development.

OBJECTIVES:

To identify the problems faced by HR personnel against technology

Significance of using online HR process instead of HR personnel

To study technology utilization in HRM

To study the importance of technology on HRM

Source of Information:

The researcher used of Primary Data

Population/Universe:

Different Organization Human Resource Management Employees of "R R cable, Shankar packaging Ltd"

Sample Size: 10 % of Total Universe

The appropriate number of the bottom level employees available for the purpose of study with consideration of sample frame.

Sampling Methods:

A representative sample will be drawn from population based on simple Random sampling methods.

Tool for data collection:-

The researcher used to questionnaire to get the responses from the employees of the organization.

4. DATA ANALYSIS AND INTERPRITATION

Dose the Organization Use any HR technology?

Response	Frequency	Percentage
YES	64	82.1%
NO	14	17.9%
Total	78	100%

From the above table it can be seen that 82.1% (64) respondents are yes while 17.9% (14) respondents are No in industries.

So, it can be seen that majority of the respondents are (64) the Organization Use any HR technology

Are you satisfied with the module that you have installed and are available for use?

Response	Frequency	Percentage
YES	72	92.3%
NO	6	7.7%
Total	78	100%

From the above table it can be seen that 92.3% (72) respondents are yes while 7.7% (6) respondents are response that they are not satisfied with the module that they have installed and are available for use in industries.

So, it can be seen that majority of the respondents (72) are satisfied with the module that you have installed and are available for use.

Are you getting satisfied with the deployment of HR technology in organization?

Response	Frequency	Percentage
YES	75	96.2%
NO	3	3.8%
Total	78	100%

From the above table it can be seen that 96.2% (75) respondents are yes while 3.8% (3) respondents are response that they are not satisfied with the development of HR technology in organization.

So, it can be seen that majority of the respondents (75) are satisfied with the development of HR technology in organization.

5. SUMMARY OF FINDING

- I. Majority of the respondents (64) are the organization uses any hr technology?
- II. Majority of the respondents (62) are from how many years organization using hr technology?
- III. Majority of the respondents (56) are you satisfied with the hr technology
- IV. Majority of the respondents (56) are you satisfied with the hr technology
- V. Majority of the respondents (75) are satisfied with the development of hr technology in organization
- VI. Majority of the respondents (69) are satisfied with they get proper training before the introduction of human resource technology in your organization.

- VII. Majority of the respondents (38) are response the cages below the number to specify the range of your response with each of the statement given below.
- VIII. Majority of the respondents (44) are response hr technology has made the hr department more important in the organization
- IX. Majority of the respondents (49) are response human resources department is satisfied with hr service provide by hr technology
- X. Majority of the respondents (52) are response are effective communication has positive impact on hrm effectiveness
- XI. Majority of the respondents (51) are response top management support has positive impact
- XII. Hrm effectiveness
- XIII. Majority of the respondents (47) are response training programs have a positive impact on hrm effectiveness
- XIV. Majority of the respondents (45) are response technology department support has a positive impact hrm effectiveness
- XV. Majority of the respondents (49) are response human resource department support has a positive on hrm effectiveness
- XVI. Majority of the respondents (49) are response hr technology positively impact on hrm effectiveness
- XVII. Majority of the respondents (49) are response hr technology has helped to forecast staff needs
- XVIII. Majority of the respondents (45) are response hr technology has improved the orientation, training & development process
- XIX. Majority of the respondents (53) are response hr technology has improved the performance appraisal process
- XX. Majority of the respondents (55) are response hr technology has improved the recruitment process

6. CONCLUSION

1. However, the adoption of technology in human resource management activities is typically motivated by potential benefits such as increased process speed and efficiency, cost savings, increased customer satisfaction, increased data accuracy, improved transparency and consistency of processes, increased information availability, and the facilitation of a shift in the role of human resource managers. This will significantly improve human resource management processes by making them faster, more organized, less expensive, accurate, reliable, transparent, and consistent. More importantly, it has the potential to reduce the administrative burden on the HR department, allowing it to focus on more meaningful HR activities such as providing managers with the knowledge they need to make more effective HR decisions.
2. Employees are more satisfied with technology use in organization and specially in HR functions. They are more conferring table and engaging a work with technology in HR functions.
3. HR functions are more successful implementation in organization with technology. They are more impactful and smoother going between organization and employees.
4. So, Technology impact is positive in HR functions for organization, employees and employer.

7. REFERENCES

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