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A Study on Use of Technology in Functioning of Human Resource Management Department with reference to the Industries in Vadodara, Gujarat

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1. INTRODUCTION:

Human Resources Management includes activities such as recruiting, training, developing and rewarding people in the organization. HRM must aim at achieving competitiveness in the field of HR by providing constant educational and training programs for the personal and professional development of the employees of the organization. Technology Development is an important activity for the innovation process within the business, and may include acquired knowledge.

Information Technology may have a greater impact on organizations. As a result human resource will be improved. The purpose of technology is to make a person's life easier in all way, like that if we use this technology in the Human Resources it will be the very easier to work and to collect data of all things in organizations.

Use of technology is almost needed in every department. Human Resource Management also saw the changes due to the technology. The organizations need to bring the many easier ways in human resources. Now days, we can see the firms and the organizations are operating and expanding their business across the globe, and they are facing very diverse cultures, values, and behavior of people and which they wanted to bring together. But without any technology it is impossible to do.

Use of Technology Human Resource Management.

1. **Employee Management** - Employee management deals with helping employees in achieving their full potential. Additionally, it also helps the company achieve its objectives. It provides:

- Greater employee-manager accessibility;
- Improved training programs; and
- Effective performance reviews.

Managers should make sure that all departments are improving their procedures and controls. They should also have their operations focused on developing the company's competitiveness. All of these can happen with tools like association management software.

2. **Employee Engagement** - These platforms and apps employ a range of strategies to keep employees engaged in their work. It also allows employees to express their thoughts about it. It helps engage employees by making apps enjoyable.

3. **Performance Management** - Employers have also started to automate processes for monitoring employees' job performance. Most performance management modules usually have interactive features. This allows for employee feedback in a process known as [continuous performance management](#). These assist employees in planning their career paths and developing their skill sets effectively.

4. **Training and Development** - A lot of training nowadays is done digitally and tailored to individual needs. It enables HR teams to keep track of progress and evaluate the effectiveness of established objectives. HR departments use online training sessions and webinars for employee development. They're also great for teams that are spread out across the country.

5. **Recruitment** - One of the most important functions of [HR professionals is to hire people](#). Different technological solutions help them in maintaining a seamless recruitment procedure. Today, the majority of job positions are advertised online. It improves the recruitment team's overall productivity.

2.OBJECTIVES OF THE STUDY:

1. To study technology in recruitment and selection.
2. To study the use of technology in compensation.
3. To study the use of technology in training.
4. To study the use of technology in communication.
5. To study the use of technology in performance appraisal.
6. To study the use of technology in employee satisfaction.
7. To study the use of technology in productivity.
8. To study the use of technology in cost efficiency.

3.REVIEW OF LITERATURE:

According to the Davoudi, A. (1999), in his views about the technology he thinks that, Development of Human Resources and Administration, Technology is recently phenomenon in the underdeveloped countries. It's now expanding more in every countries of the world. Technology refers to every sector of the world. It is defined as a "Application of science to commercial activity by the use of systematic way in the research." Informational technology is the collection of the tools and methods to build the system. Sometimes it has some drawbacks but it's the most useful system. Like a human world's it is also evaluating day by day.

As per the Alok Mishra, phd, Ibrahim Akman, phd, (2013) in his research report he wrote that in the HR management technology it is mostly used in the type of software and some HR functions. Now a days this technology is not that much functionalized but future it will be more systematic in HRM. This study of Research conducts a more deeply information about the HRM functions and tools in technology.

According to the Najafi (2016), in his research he told that Information technology is regarded as one of the most significant aspects of global development, and many nations have regarded the advancement of information technology as one of the most crucial infrastructures for the development of their organizations, according to Najafi (2016), who conducted research on the subject. because information technology use has an impact on all organizational levels.

4.RESEARCH METHODOLOGY:

Research Design: The research design that is used for conducting the study was descriptive design.

Universe: The universe of the study was Vadodara GIDC.

Population: The population of research are HR personnel and Technical head of the selected industries.

Sources of Data: In order to gather the information researcher used primary and secondary sources. Primary data of the study has been collected by the researcher using an interview schedule formulated by the researcher. The secondary data for the study has been collected through Newspaper articles and from the websites and journal articles from the previously available literature with regard to visual impairment.

Sampling: 50 HR managers or technical manager of 10 companies in Vadodara GIDC by using Convenient sampling method.

Tools of Data Collection: The tools of data collection were interview schedule which have open ended questions. The interview schedule prepared in English. The interview schedule was divided according to the objectives of research study.

Analysis and Interpretation: The analysis of data was done using SPSS and presented data in graphs and tables.

5.MAJOR FINDINGS:

- 1.The technology is very useful in the department of Human Resource Management.
2. Majority of the respondents agreed that technology is useful in E-Recruitment.
3. Majority of the respondents agreed that technology is useful in E-Selectio.,.
4. Majority of the respondents agreed that technology is useful in E-Compensation.
5. Majority of the respondents agreed that technology is useful in in the E-Training.
6. Majority of the respondents agreed that technology is useful in E-communication.

7. Majority of the respondents agreed that technology is useful in E-Performance appraisal.
8. Majority of the respondents agreed that technology is useful in E-Outcome for the employee satisfaction.
9. Majority of the respondents agreed that technology is useful in Performance of industries
10. Majority of the respondents agreed that technology is useful in improving Productivity and Cost Efficiently.

6.Suggestions:

- 1.The upgradation of technology is most important thing.
2. In the technology there is a chances of viruses and data corruption so, the antivirus and the maintenance is very important.
- 3.With the use of technology have to look out in the manual systems in the industries.
4. Have to improve of quality of service by using the technology.
 1. Time constraints
 2. Limited access to relevant literature or data sources.
 3. Language proficiency.
 4. Getting permission from industry was difficult

7.CONCLUSION:

The impacts of technology in Human Resource Management has a both positive and negative impacts on the industries.

Technology has improved herself to automation of work in the Human Resource Management. Technology is positively working in the field of E-Activities, like in the process of E-Recruitment and E-Selection, in the E-Compensation, in the E-Training, E-communication, E-Performance appraisal, etc.

In the field of E-Outcome for the employee satisfaction technology is working very positively.

It also works very efficiently on a E-Performance of industries like Productivity and Cost Efficiently.

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