



IGNITED MINDS
Journals

*International Journal of
Information Technology
and Management*

*Vol. VII, Issue No. X,
November-2014, ISSN
2249-4510*

**ROLE OF INFORMATION TECHNOLOGY IN
HUMAN RESOURCE MANAGEMENT**

AN
INTERNATIONALLY
INDEXED PEER
REVIEWED &
REFEREED JOURNAL

Role of Information Technology in Human Resource Management

Samreen Jafri

Asst. Professor, Business Administration, Indian Institute of Finance

Abstract – Information technology (IT) is plays a key role to improve the performance of Human Resource Management (HRM). It mainly focuses from administration to strategic HRM. The role of Human Resource Management is to add principles to the HR functions and leads spirit of HR function to transform. Human Resources Management Systems are systems accustomed to gather records, store records, access and analyze data concerning an organization's human resources. This paper mainly focuses on role of information technology to HR function, HR function transformation the interrelationship between them.

Keywords: Human Resource Management, Information Technology, Transformation, HRIS (Human Resource Information System)

INTRODUCTION

HRM describes a process of managing and utilizing the human resource of the organization. It includes various activities like recruitment and selection of the suitable candidates, providing training to improve their Knowledge, Skills and Abilities and minimizing the gap between actual and the desired performances, assessing their performances for compensation and reward/incentive purposes, providing counseling for their succession planning and career advancement and finally separating the employee from the organization. Basically there are three types of e-HRM i.e. operational, relational and transformational e-HRM [Mega Vashishth, 2012].

REVIEW OF LITERATURE:

Technology has an effect on organizations and work relations in by enabling to access information and to join people electronically (Ulrich, 1997, 175-179). With development and providing benefits HRIS changes traditional HR processes and it is expected that HRIS will provide functionality for understanding of units' objectives and goals (Hendrickson, 2003: 381-394).

Victorious HRM, with the purpose to give competitive advantages, requires adequate updated information on current employees. IT development has improved a technique of gathering the relevant information through the development of HRIS systems (Kavanagh, Mohan, 2009, p. 5). Vujovic (2005, p. 310) has mentioned that the modern HR function is not merely reduced to administrative actions in the processes of staffing, organizing the employees, regulating their rights and responsibility, but also has a most important role in

creating commercial culture. In the new era employee can suggest, control and execute planning decisions, so development of HR must become accustomed to the new requirements. De Sanctis (1986, p. 15) point out that apart from daily and operational information, HRIS has the ability to supply with strategic information management of the company. Data collected within the HRIS give a system for management decision support (Dusmanescu Dorel and Aleksandra Bradic-Martinovic, Dec-2011).

ROLE OF IT IN HRM:

- Spirited Advantage:** In today's organizations, generating, preserving, measuring and leveraging intellectual resources are the main sources of competitive advantage. Providing employees with exact personalized applications through HRM gateway means e-HRM can be a key technique in the acceptance of competitive benefit through intellectual property (Brewster, & Mayrohfer, 2012).
- Ease of access:** Due to the transparency subject, whole in order is readily accessible to all the employees either through internet or intranet. Any employee may access any information at any time simply. This helps in the embedding the concept of equity in the organizational policies. HR portals agree to the employees to access all the required in sequence at a single click.
- Fast and error free transactions:** Technological innovations have increased the pace of service delivery in associations. Person may entrust mistake while performing the administrative tasks but

the technological scheme carry out the tasks error free. Due to timely delivery of services, the employees are happier and satisfied. It saves time in performing the task and also for correcting the mistakes. Therefore, technology in HR function guides an inexpensive instrument for delivering the HR services to its employees.

4. **Interactive ambiance:** Technology improves rich interactions between the employees during the web-based portals. Bigger organizations then have more information needs and therefore can take more advantages from the information function. With growing size organizations tend to increasingly increase more different buildings and locations. The resulting spatial separation of applicable actors complicates collaboration in performing HR tasks and calls for a corresponding association infrastructure and reduced organizational Burden (Strohmeier, & Kabst, 2009).

5. **Premeditated Decision making:** Data storehouses and data mining tools now also are used to support planned decision-making. Data storehouses provide a centralized repository of selected HR data that is managed separately from live data. Data mining gears with advanced statistical data analysis techniques can then be employed to discover relationships between policies, procedures, practices and organizational outcomes that may not be readily apparent. An HR dashboard allows executives to observe information in greater levels of specificity, which can help to quickly recognize and focus on potential problem areas. By linking the data on the dashboard to the key directorial metrics, executives can more successfully see the ties between HR outcomes and corporate goals (Johnson, & Gueutal, 2011).

CONCLUSION:

Technology has made a standard towards cost reduction and efficiency along with opportunity and challenges in the field of HRM. It assists in reducing the costs related with various services to the employees like training & development, recruitment, manpower planning etc. It provides key information to superior person of the organization which helps them in taking the strategic decisions. It supports HR strategies, policies, practices in the organization.

REFERENCES:

1. Mega Vashishth, Role of IT in HRM: Opportunities and Challenges, Volume: 3, Issue: 4, April 2014, ISSN - 2250-1991
2. Brewster, C., & Mayrohfer, W. (2012). Handbook of Research on Comparative Human Resource Management, 418-419. USA: Edward Elgar Publishing, Inc.

3. Strohmeier, S., & Kabst, R. (2009). Organizational adoption of e-HRM in Europe: An empirical exploration of major adoption factors. Journal of Managerial Psychology
4. Johnson, R., & Gueutal, H. G. (2011). Transforming HR through Technology, p.
5. Kavanagh, M.J, Mohan, T. (2009), Human Resource Management Basics, Applications and Future Directions, Sage
6. Vujovi c, S. (2005), Informacioni sistemi u poslovanju I menadžmentu, Slobomir P Univerzitet, Republika Srpska
7. De Sanctis, G. (1986), "Human Resource Information Systems A Current Assessment", MIS Quarterly, Vol. 10, No.1
8. Dusmanescu Dorel and Aleksandra Bradic-Martinovic, The role of information systems in human resource management, Online at <http://mpira.ub.uni-muenchen.de/35286/> MPRA Paper No. 35286 posted 12. December 2011 15:13 UTC
9. Ulrich, D. (1997) HR of the Future: Conclusions and Observations, Human Resource Management, 36/1, 175-197.
10. Hendrickson, A. R. (2003) Human Resource Information Systems: Backbone Technology of Contemporary Human Resources, Journal of Labor Research, 24/3, 381-394.
11. Omer Faruk Unal, Mehmet Mete, The Impact of Information Technology on Human Resource Practices and Competencies online available at <http://eprints.ibu.edu.ba/1122/1/28.%20The%20Impact%20Of%20Information%20Technology%20On%20Human%20Resource%20Practices%20And.pdf>