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ON ROLE OF HR IN ORGANIZATIONAL DEVELOPMENT AND INNOVATION

On Role of HR in Organizational Development and Innovation

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Abstract – Human resource is the very important and the backbone of every organization and it is also the main resource of the organization. So organizations invest huge amount on the human resource capital because the performance of human resource will ultimately increase the performance of the organization. Performance is a major multidimensional construct aimed to achieve results and has a strong link to strategic goals of an organization. Performance is the key element to achieve the goals of the organization so to performance increases the effectiveness and efficiency of the organization which is helpful for the achievement of the organizational goals. But the question arise that how an employee can work more effectively and efficiently to increase the growth and the productivity of an organization. There are many factors which improves the work of the employee such as flexible scheduling, training etc. It is very necessary for the organization to design the training very carefully. The design of the training should be according to the needs of the employees. Those organizations which develop a good training design according to the need of the employees as well as to the organization always get good results.

Keywords: Human Resource, Organization, Resource, Important, Performance, Goal, Increase, Effectiveness, Achievement, Employee, Effectively, Growth, Necessary

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INTRODUCTION

The human resource encompasses a wide range of computer based applications, but comprehensive conceptual models of the human resource generate very useful information for the organizations individual managers. Human resource information systems (human resource) have been used in HR departments for many years, but more recently their use has changed to that of playing a more strategic role to support HR workers, in particular HR managers. Human resource reduces the need for large number of HR employees by helping employees to control their own personal information and by allowing managers to access relevant information and data, conduct analysis, make decisions, and communicate with others without consulting an HR professional.

Figure 1: HR

Source: http://managementdemand.com/wp- content/ uploads/2014/03/HR-1.jpg

The Human resource (HR) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. Normally packaged as a data base, hundreds of companies sell some form of HR and every HR has different capabilities. Pick your HR carefully based on the capabilities you need in your company.

REVIEW OF LITERATURE:

As per **Strohmeier (2007)** HR is the planning, implementation and application of information technology for both networking and supporting at least two individual or collective actors in their shared performing of HR activities.

Bondarouk & Ruel, (2009) defined HR as "An umbrella term covering all possible integration mechanisms and contents between HRM and information technologies, aiming at creating value within and across organizations for targeted employees and management".

According to **Looise, Ruël and Bondarouk (2004)** HR is a way of implementing HR strategies, policies, and practices in organizations through a conscious and directed support of and/or with the full use of web-technology-based channels. The word 'implementing' has a broad meaning, such as making something work, putting something into practice, or having something realized. HR therefore is a concept- a way of 'doing' HRM

According to **Voermans and Van Veldhoven (2007)** HR could be narrowly defined as the administrative support of the HR function in organizations by using Internet technology.

Hendrickson (2003) opinion about HR, "As within other business functions, IT has become an important tool for supporting the processes of the HR function and the HR function is now closing the gap in terms of applying new IT capabilities to traditional functions".

Bieasaliski (2003) presents the concept of HR as an integral knowledge management part, describes several use cases for technological HR support, and sketches the integration of these use cases into a holistic HR approach; the HR-department can concentrate more on the qualitative tasks in personnel planning like coaching and consulting. By sharing information and being knowledgeable business partners are able to act more productively to maintain the relationship over time. That is, relationship intensity can create a competitive advantage through the strategic sharing of an organization's key information.

According to **Lengnick-Hall and Moritz (2003)** "Where HR were directed to support the HR professionals in performing their HR tasks, electronic HRM (HR) applications are, besides directed to support HR professionals in performing their HR tasks, also directed to support managers and employees performing their HR tasks. HR refers to conducting business transactions - in this case HR - using the internet".

CONCLUSION:

Human resources information systems (HR) can play an important part in a company's HR function. After all, we live, work and play in the information age. Implementing an effective HR can be sure-fire for HR to stay on the cutting edge in its bid to deliver more effective and streamlined service. The main conclusion of this study is the realization that the use of computerized HR is most effective then manual because its help to maintain data with more accuracy in less time. And that it also true that HR functions improves. HRM in terms of administrative purposes and analytical purposes. HR work as a key component of the organization and a good HR will provide important information about human resources needs and capabilities; this information will assist the management team in establishing the organizational mission and setting goals and objectives in motion. HR is not limited to the computer hardware and software applications that comprise the technical part of the system: it also includes the people, policies, procedures and data required to manage the HR function. Human Resource Development should be a continuous process in organisation.

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