



Role of Information Technology (IT) in Human Resource Management

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Abstract: The world has been changed with Information Technology. Our daily life and the way we interconnect with others have been changed via Internet, how we study and learn, how we work, and spend our time. Information Technology plays a vital role in all aspects of life and causes to bring accuracy, speed, availability and easiness in our daily life. Information technology, as a package of offered program is available to individuals and organizations through hardware infrastructure and plays a vital role in the growth of Human Resources. This paper covers an introduction of the role of information technology in human resource management, Objectives of Human Resource Management, Scope of Information Technology in Human Resource Management, Opportunities for implementing IT with HR function.

Keywords: Information Technology, Internet, Human Resources Management, Human Resource Development.

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INTRODUCTION

HRM shows how the organizations' workers are monitored and used. It includes a wide range of functions like registering and choosing suitable applicants to increase their KSA (knowledge, abilities and skills), assessing their skills and fixing suitable wages, promoting and encouraging processes to guide their overall professional development and relieving workers from the firm. There are essentially three types of e-HRM, i.e. organisational, social and transformative e-HRM. Operational relationships apply to the Management elements in the HR branch, social interactions with the data supplying of the participants and the establishment of virtual relationships between the members. It ties the human resources work of company systems to achieve the goals properly and productively. It also allows the monitoring and exchange of virtual machine content.

OBJECTIVE

- 1) To study the Information technology (IT) influence the HRM Function.
- 2) To study the scope of information technology on the HRM.
- 3) To study the opportunities for implementing IT with HR function.

RESEARCH METHODOLOGY

The present work carries out a systematic analysis study to investigate the role of the Internet and information technologies in human resource management system. The work is based on secondary data and the secondary data source is collected using published articles, journals, seminar materials, books, the Internet, and web technologies, information and human resource management, etc.

HUMAN RESOURCE MANAGEMENT

Human Resource Management (HRM) is described as all those activities of organization related with recruitment and selection, work design, training and development, appraisal and rewards, direction, motivation and control of employees. HRM is the framework of philosophies, policies and practices for managing relationship between employer and employees.

HRM is a unique approach to manage employment which looks for to attain competitive advantage through strategic deployment of highly capable and committed employees, using variety of personnel, cultural and structural techniques. HRM is a managerial perspective that highlights the need to establish an integrated sequence of personnel policies to support strategy of organization.

OBJECTIVES OF HUMAN RESOURCE MANAGEMENT

- To assist organization to achieve its goals by giving well trained and motivated employees.
- To recruit skilled and knowledgeable employees effectively.
- To increase job satisfaction and self-actualization of employee to understand their potentials.
- To make and manage efficient, self-respecting and satisfying work relations among all the people in the organization.
- To provide maximum growth and development to individual employees through integration of individual / group objectives with organizational objectives.
- To create and manage a quality of work life that makes employment a attractive personal and social condition in the organization.
- To set and uphold high morale standards and better human relations with in the organization.
- To assist and preserve ethical policies and behaviour of employees.
- To accept and adopt change to the mutual advantage of employees, organization and society.
- To recognize and satisfy employees and groups by providing non monetary and monetary incentives.

ROLE OF INFORMATION TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT FUNCTIONS

Usage of information technology is more needed factor in all aspects of life. Information technology brings various improvements to an organization or company, such as increasing revenues, reducing administrative expenses, increasing productivity, improving the decision-making process and improving customer service. An organization uses all type of technologies for human resource management to recruit and select a

suitable employee for an interview, manage employees, store their data and analyze it properly. There are also several types of applications, software and hardware packages exist for the purpose and the organization uses these packages according to their needs. Now days, many organizations use the Internet to obtain employee applications and to place new employees into the organization according to their performance and outcome to an organization.

1. Man Power Planning

Manpower planning is to plan the workforce according to requirement and information technology makes this function easier and effective with its techniques.

2. Job Analysis

Job analysis is another important function in which jobs description and job specification are identified and information technology with its faster communication and information components.

3. Recruitment And Selection

It is main function of human resource management of hiring and selecting workforce and here internet and online communication make it faster and effective for H.R manager.

4. Appraisal

Performance appraisal is related to analyze the performance of employees and I.T is the key to analyze by using several advanced methods.

5. Training And Development

Information technology plays a important role in providing training to employees based records and documents those are prepared with high tech technology.

6. Wages And Salary Administration

Wages and salary are the remuneration paid to employees against work. The structure of paying salary not the easy task but information technology by doing job evaluation makes it easy.

7. Compensation and Recognition

To motivate employees and accomplish their as well as organization desired goals, compensation is a major factor. To identify performance of employees the Information Technology plays a vital role. Using Information Technology (I.T.), the organization can justify the actual benefits on the basis of performance.

SCOPE OF INFORMATION TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT

1. Human Resource Planning:

By building databases for experimentation, large amounts of employee details may be processed that not only helps to identify the involved and empty roles but also helps to determine whether or not an individual is the right candidate.

2. Administration:

The details provided with the employees are inserted into a database, and can be retrieved in all cases, such as their name, identity, email address, phone number, ability, rewards, encounter and dating of job in the organisations, state of work (contracts, permanents, full-time, low maintenance and so on).

3. Recruitment:

In the last decade, the network brought about the greatest shift to the registration process, since it links businesses and job-seekers.

4. Training and Development:

E-learning is a gradual solution that allows employees to keep track with a rapidly changing industry. The e-learning platform can be used successfully by linking the assessment method to the HR database.

5. Compensation and Benefits:

The e-pay packages give short, simple, accurate and evaluable details about employees' compensation structures.

OPPORTUNITIES FOR IMPLEMENTING IT WITH HR FUNCTION

1. Competitive Advantage: Given custom apps via HRM portals, e-HRM can be an important innovation technology.

2. Accessibility: Data is available to everyone, through the network or intranet. Any staff can easily obtain any details HR entries enable members to access all necessary information by clicking on the transgression.

3. Rapid and Mistake-free exchanges: The rate of administration of organisations has increased with technological advances. End human mistakes of mechanical mechanisms.

4. Interactive Atmosphere: Technology: improves representative experiences that electronic gates. Greater organizations have greater data requirements and may draw more attention from these data. It allows data spreading through different systems and locations of mid-sized organizations.

CHALLENGES ASSOCIATED WITH HR TECHNOLOGY

1. Fetched:

"Price pulls technology" An HR system focused on creativity is costly, but when implemented, operating costs are decreased. Significant organisations, while small and medium-sized enterprises find it impossible to bear the costs HR gateways and packages.

2. Acknowledgment:

Because of IT usage, different issues like skills/knowledge for its utilization, job dangers and so on dependably ascend in its direction. Acknowledgment from the workforce is required for using it up to its fullest.

3. Back-ups and Security:

If we have to avoid hacking/opening up to any arrangements/illegal actions, maintenance costs are heavy. In these areas, much thinking is required.

4. Increasing Isolation:

The organisation of virtual networks by means of intranet or eHR gateways has diminished the individual cooperation between the officials. They function for and are an important part of the organisation in the conventional contexts. They are now disentangled and linked only by those entries for all purposes.

CONCLUSION

The role of the HR professional has changed fundamentally as a result of technology. The core competencies that have developed are mastery of HR technology, strategic contribution, personal credibility, HR delivery, and business knowledge. Information technology lifestyle work, research, education, management and many other fields. changed and the strengthening and development of professional skills, Perceptual skills, decision making skills, Research skills and to help institutionalize change and innovation staff the role is managers to increase power and Development Authority requires the application of information technology the organizations are One of the parts that information Technology in the most on it affects human resource is in this regard, it is necessary director of Human Resources role that information technology can be used for human resource management to play, evaluated using the required fields In order to better provide staff duties, otherwise of Human Resources especially in terms of achieving goals be weak. Information technology has an influence on all the sector of human resources management in terms of planning and management, recruitment, training and development and maintenance functions.

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