A Study on Application of Information Technology in Development of Human Resource with Special Reference to Commerce Education

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Abstract – Information technology has become a vital and integral part of every business plan. From multinational corporations who maintain mainframe systems and databases to small businesses that own a single computer, IT plays a role. The reasons for the universal use of computer technology in business can best be determined by looking at how it is being used across the business world. Today's best technology to manage and process data is the Information technology. IT must be seen as an investment and not an expense. IT is laying a vital and expanding role in business. IT helps the manager to improve the efficiency and effectiveness of their business processes, managerial decision making, and workgroup collaboration, thus helping the managers to strengthen the positions of their company in a rapidly changing environment. IT has become a necessary ingredient for managers to succeed in today's dynamic global environment.

Keyword: Information Technology, Business world, Dynamic Global Environment

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INTRODUCTION

As the world develops, every job in the future will require applicants to have some technical skills. So the use of technology in education prepares our children for tomorrows advanced working conditions. Information Technology (IT) has evolved over the last few decades and has become an important part of organizational and educational resources. It has blended into every activity of an organization owing to its agility and flexibility. It is now possible to use IT both as a strategic tool and as a strategic partner of an organization.

Effective use of information, knowledge building, and the use of all IT resources are some of the major aspects of IT strategy. It is important to know as to how IT has revolutionized the business and social environment of organizations. It also discusses the role of IT strategies in success. The overall strategic positioning and strategic hierarchy are also equally important. IT is not a resource, it is a business environment. It is also essential to elaborates on the evolution and role of IT in business environment.

REVIEW OF LITERATURE

In the article," Emerging needs & challenges of higher education" by **D'souza(2007)[37]** has suggested cooperative learning where students learn faster in small groups. Interdisciplinary curriculum with focused themes on higher education level would be beneficial to students and teachers. Author has suggested universities to adopt to restructure courses in general education, transparency in evaluation, Industrial linkages, value based education, research in higher education.

RESEARCH METHODOLOGY

Research is endless quest for knowledge or unending search for truth. It brings to light new knowledge or corrects previous errors and misconceptions and adds in an orderly way to the existing body of knowledge. The knowledge obtained by research is scientific and objective and is a matter of rational understanding, common verification and experience.

OBJECTIVES OF STUDY

- To study the Software Packages applicable for HRD for training and education in Accounts and related fields of Commerce Faculty.

- To suggest new strategies, plans and schemes on basis of findings.

Hypothesis

A hypothesis is a tentative assumption drawn from knowledge and theory which is used as a guide in the investigation of other facts and theories that are yet unknown.

H0   "Application of IT in Commerce Education and Training has not resulted in improving the skill, efficiency and quality of students."

H1   "Application of IT in Commerce Education and Training has resulted in improving the skill, efficiency and quality of students."

Sampling Design:

The study is focused on selected Educational Institutions imparting Commerce Education and Training. The sample frame for collecting primary data was as follows:

S.N.	Respondent Category	No. of Respondents
1	Teachers (UG / PG) of Commerce and management	100
2	Students of Commerce	300

DATA ANALYSIS

Students Trained in Software Package

Sn	Software Package	No. of Students	Percentage (%)
1	Accounting Package	90	30.00
2	Banking Package	40	13.33
3	Loan Apprasal Package	20	6.67
4	MSCIT	25	8.33
5	SPSS	10	3.33
6	Insurance Package	25	8.33
7	Capital Market Package	40	13.33
8	Any Other	50	16.67
	Total	300	

Sn	Category	Observed Frequency	Expected Frequency	Residual (Obs-Exp)	(Obs-Exp)^2	Component = (Obs-Exp)^2/Exp
1	Accounting Package	90	37.5	52.5	2756.25	73.5
2	Banking Package	40	37.5	2.5	6.25	0.17
3	Loan Appraisal Package	20	37.5	-17.5	306.25	8.17
4	MSCIT	25	37.5	-12.5	156.25	4.17
5	SPSS	10	37.5	-27.5	756.25	20.17
6	Insurance Package	25	37.5	-12.5	156.25	4.17
7	Capital Market Package	40	37.5	2.5	6.25	0.17
8	Any Other	50	37.5	12.5	156.25	4.17
	Total	300				114.67

Expected frequencies   N=300/8=37.5

Chi-square to determine the relationship between category of software package and number of students. In table number 8.3 the hypothesis is that a relationship exists between software package and number of students.

ANALYSIS SAMPLE DATA

Degree of freedom (DF) is equal to:

DF = (r - 1) * (c - 1)

Where

r= No of row

c = No. of Column

d,f.= (8-1) X (2-1)

d.f .= 7

Critical value /Table value at 5% level of significance at 7 d.f. = 14.07

TEST STATISTICS

Calculated Value of Chi Square= 114.67

In this Sample,

$\chi2$ = 114.67

d.f. = 7

The obtained value of 114.67 exceeds the critical level of significance 14.07 shown on the table at the .05 level.

Based on the result of testing the Null hypothesis is rejected and Alternative hypothesis is accepted.

CONCLUSION

- The length of service-wise distribution has shown maximum concentration in the range of 1

to 5 years' service completed by 44 respondents (44%) and distribution has shown 6 respondents each (6%) completed service in the range of 16 years to 20 years as well as 20 years and above respectively.

- 80 out of 100 (80%) were satisfied with the basic facilities provided by the organization while 20 (20%) were not satisfied with basic facilities.

- 53 out of 100 (53%) were of the opinion that Pension / Retirement / Profit Sharing Plan was offered to them by the organization while 47 out of 100 (47%) were opined otherwise.

- 09 out of 100 (9%) respondents were enjoying Pension Scheme while 91 (91%) did not have this facility.

- It may be revealed from the above data that 30% have undergone Accounting Package, 16.67% have taken any other software Training while 13.33% have undergone Banking Package Training Programmers and also same number of students have trained in Capital Market Package i.e. (13.33%). Least number of students 10(3.33%) out of 300 have done SPSS training.

- 80 out of 300 (26.67%) of total have taken training at IT equipped class room, 220 out of 300 (73.33%) have not been trained in IT equipped class room.

RECOMMENDATION

- While conducting written tests, it is suggested that due consideration should be given to the questions to be included on the basis of educational and experience background.

- The Teaching Staff (Commerce) should not only attend the local Training Programmes but should try to attend outside programmes with better exposure.

- Gap between industries requirements and course contents in education system should be reduced by developing matching modules which suitable to the job requirements.

- The employer should make the teaching staff aware about Spatial Relations, Perceptual Speed, Psychomotor Speed, General Reasoning and Motor abilities.

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