

Paradigm shift in HRM Practices through information Technology

Introduction

Today all company realized human resources are their greatest capital for the growth of the organization. The process of growth and development without human involvement is meaningless because human is the target and also means of achieving progress. (Kolinsky, 1998)

The human resources are the most valuable factor in production and the most important asset of any organization and they create human capabilities of each organization. HRM involves all management decisions and actions affect the nature of the relationship between the organization and its employees or human resources. In this way, human resources management in organization has particular position because on the one hand they should communicate the demands and expectation pf top managers to employees and on the other hand they have to transfer the needs and request of employees to senior management. So the nature of this management require close cooperation with other managers and supervisors and all who are responsible for monitoring controlling and coordinating a number of staff (Yahoobi.) Today, manager and employee are assuming activities that once were considered the domain of human resources professionals and administrative personnel. This represents a significant break with the past, but one that potential to improve overall organization effectiveness. Both managers and employees can respond more quickly to changes when they have information that is accessible – and when they are empowered to make decisions using that information.

Technology is a set of processes, method, techniques, tools, equipment, machinery and skills that a product or service is offered by them (Rezaiyan, Taghi zadeh, 2007) and according to informaties, data is a set of digital element in from of letter or symbol that are clear and specific and can be subject to automatic processing (Shamszadeh, 2009). According to the definition of information Technology, numerous definitions also have been proposed for information Technology, one of them states it is a combination of telecom achievements, methods and strategies for problem solving and the ability to direct using Computer(Mashayekhi, 2007).

Various factors has contributed to the development of information technology such as growth in microprocessor technology and shrinking their sizes, reducing prices of computers, development

of computer using, communicative networks development and the rapid development of the Internet (Montazer, Fathain, 2004).

In today's world, information technology is considered as essence for human development in community and organization and its fits fundamental aspects of human development and the nature of it, with the community and people in human resources development, new human capacities must always be known, to do human capacities and qualities development in from of a process. This will depend on the use of information technology, because information is always produced, processed, distributed and managed in information technology will be the solution of problems when it is in service of development and training of individuals and human capabilities combine with each other to develop and enhance productivity (Ghorbanizadeh, 1392).

Objective

1. To know the in place of information technology on Human Resources Management.
2. To study the changes in the function of the Human Resources Management.

Research Methodology:

The present study performs a systematic and exploratory analysis to investigate the role of internet and information technology (IT) on human resources management. Survey method was used to gather information. The 70 HR Executive & managers of different organization of Ahmedabad were selected.

Findings:

Role of Information Technology (IT) in the Functions of Human Resources

IT and internet are very impressive in organizational learning, effective communication with the employee, for the impressive organizational learning process and of the availability of information anytime and anywhere as manager required this to use their skills and abilities in organization and for timely decrease their weakness and other aspects (Ghorbani and Sangain, 2011). Information technology has changed the organization the following human resources practices were going on into organization.

Role of Information Technology in Recruiting:

Information Technology (IT) in HR faction has created a new way of HR processes applications. This IT application in HR processes includes virtual recruitment, E-learning and self – services HR (Gardner, Lepak and Barotl, 2003). Virtual recruitment is web based recruitment and it includes – virtual interview, online psychological test, resume searching and online job declaration that have changed the recruitment process and it is the fastest recruitment process. These application

also removed the potential obstacle R recruitment had to reply n print publication like as-newspaper, magazine but s to reach to the pool of candidate (Hendrickson, 2003). Before the internet, H information technology has made recruitment process more effective and efficient. (Selvan V, 2015,).

Role of Information Technology in Training:

HR manager trains new staff in the organization in a more efficient manner through the information Technology. Trainers work directly with new staff through the information technology and training programs.

Role of Information Technology in Performance Management

HR manager uses information technology to get employee performance and also assess employee feed-back to be used for the benefit of the organization. Various hardware application available to make it possible for HR manager to examine the employee performance and established the performance standard. HR manager compares the actual performance of the employee to standard performance and remove the differences and also provide additional training to their employee.

Role of Information Technology in Human Resources Development

Information technology is also necessary for human resources development in the society and organization and it determiners development principle of human resources according to the requirement of employee and society. Information technology helps in Human Resources Development by developing human capabilities on a continuous basis. In information technology process, information is always produced, distributed, processed and managed, so information technology will be the solution of problem when the training of employee and human capabilities are combined and thus develop and enhance productivity (Saveri and Khademi, 2015).

Role of Information Technology in idea Management Tool

Information technology also plays an important role in idea management tool by providing information regarding how many improvement proposals are submitted by the employee in the organization and also helps in organization a new idea in the organization. It can also provide the cost and revenue information of the organization and also helps in implementation of the new proposal in the organization for future benefit. The main aim of the online information support in idea management is becoming the base of organization strong and provides the opportunity to all employee To present their idea in the companies meeting and decision – making processes.

Information Technology carries the following advantages:

1. Save money and time
2. Reduce expenses

3. Improve work performance

The role of Information Technology in Human Resources Information System (Data storage).

Human resources Information System (HRIS) is an integrated system and strong data to make analysis, make decisions in the field of HR (Hendrickson, 2003). Technology makes the human resources work simple and easier. HR manager now stores and retrieve the companies files in an electronic format (Selvan V, 2015). HRIS provides information about employee's data job characteristics, employment application requirement, selection and staffing, the procedure of employee, professional and individual improvement, corporate structure, educational costs, performance appraisal, organizing, personal planning etc.

Information technology brings various benefit to an internal practices of the organization like – reduce administrative expenses, increase productivity, improve the decision – making process and customer service (Manpreet, Loverdeep, Shiny & Shivani, 2014). The organization uses all types of technology for human resources management for hiring and selecting an individual for an interview, managing employee, storing their data and analysis it (Hendrickson, 2003).

HRM plan is made more quickly and becomes more effective.

Information technology has an in human on all the sector of human resources practices in form of planning, recruitment, training and development compensation & maintenance.

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