

Role of Information Technology in Human Resource Management

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Abstract: The Internet has changed our lives drastically and the way we are connecting with each other's personally and professionally, the way of doing things like learning, working, spending free time, in short it has changed human society. Information technology (IT) hardware and software, practices and their updates which are available for people and organization easily now a day through various schemes plays a main role in the growth of human resources. In today's world, Information technology is the important factor for the growth of human organization in any companies across the globe. This paper encloses a brief overview of the role of information technology in human resources management. Today top organisations and their management know the power of information technology (IT) and their role and usage for reaching organization goal. The utilization of internet and information technology equipment helps not only to complete organization aim but to optimize work evaluation as well.

Keywords: Information Technology (It), Human Resources Management, Recruitment, Human Resources Development, Operations practices, HR professionals, E-HR.

Introduction

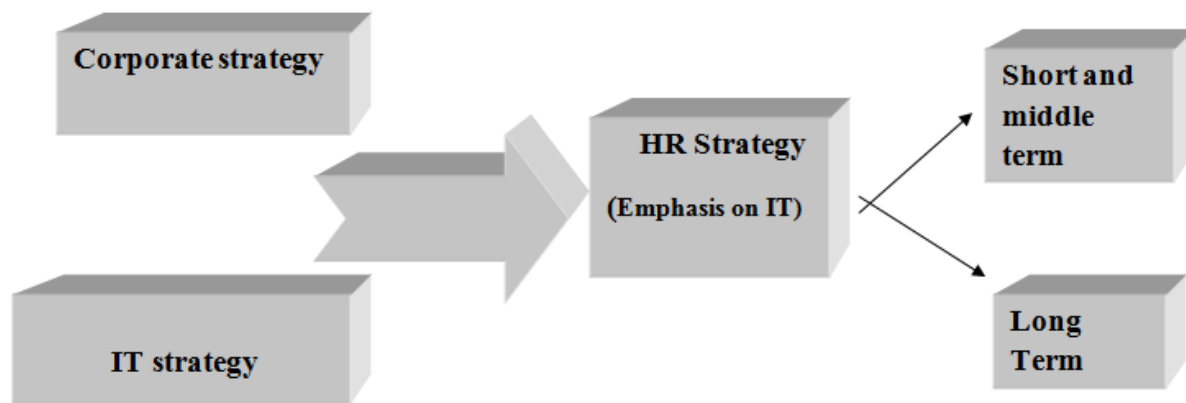
In today's era all company realized that human resources are their paramount for the growth of the organization. Innovation in this digital era has shot up over all vital business exercises. In the present day, organizations are forced to be digital in practically every business area. These days, all types of organizations are making use of innovation in their HR administrations. HR and technology must be integrated.

The impact of information technology in the workplace is incredible. It has completely changed the way traditional workplaces used to work. It's up to the business leaders to keep up with its evolving pace in the most efficient manner. Business owners and organizations cannot afford to compromise their company's productivity, profitability, and security. By enforcing new technological solutions and financial management software's business leaders can insure optimal profitability and productivity in their workplace.

HR professionals must analyze social, economic, political-legal, and technological environment opportunities to redesign HRM processes and practices that are one of the key factors for the success of any organization mission and objectives.

HRM depicts a procedure of overseeing and using the employees of the organizations. It involves varied functions, including enrolment and choice of appropriate candidates, providing opportunities to enhance their KSA (Knowledge, Skills and Abilities), evaluating their skills and fixing appropriate pay packages, promotion and incentive procedures, guiding in overall professional success, and in relieving the employees from the company. Essentially there are three sorts of e-HRM, i.e. operational, social and transformational e-HRM. Operational relates with the managerial elements of HR division, social relates with giving data to the representatives and making virtual relationship among them so they can be constantly associated, while transformational e-HRM centres over the key introduction of the HR work. It connects the HR work with business system to accomplish the objectives adequately and productively. It also enables overseeing and sharing the information over virtual systems.

Human resource processes should be focused on the strategic objectives. These strategies are led to prepare an IT strategic plan that in turn translates into an appropriate human resource strategic plan in the field of IT as the Figure 1 depicts (Sameni and Khoshalhan, 2006).



Information Technology may have a greater impact on organizations that exist in a dynamic environment. This will lead to greater efficiency and effectiveness of the Human Resources. Hence, utilizing IT application for database management and advances recruitment system will increase the efficiency of the business.

However, innovation in Human Resource Management can manifest itself in a number of ways:

1. To identify solutions quickly and flexibly during a negotiation
2. To identify new ideas for products and services
3. To identify new markets



Information Technology Has Reshaped the Modern Workplace

Information technological advancements have entirely reshaped the organizations by making their business processes highly integrated, and more streamlined. Technology is helping the businesses grow by leaps and bounds:

- Changing the Way Businesses Communicate
- Keeping It Fully Organized
- Helping in Cost Management
- Keeping the Business Secure
- Giving Customizing Options

- Increasing Collaboration
- Reducing the Risk of Security Breaches
- Improving Efficiency of Employees
- Enabling Remote Working
- A Better Employee Experience

Literature Review

Human Resource Information Systems (HRIS) refers to the systems and processes at the intersection between human resource management (HRM) and information technology (Kovach & Cathcart, 1999). In its most elementary form HRIS is a system used to acquire, store, manipulate, analyze, retrieve and distribute pertinent information about an organization's human resources. Lengnick-Hall and Moritz propose, along with others (Walker, 2001), that HRIS will create informational efficiencies and cost savings in such a manner that HR departments can turn their attention to providing better analysis of current data.

“Technology is a set of processes, techniques, method, equipment, tool, machinery and skills that a product or services are offered by them. Technology is the application of science to industry, using regular and directional practices and research” (Tarogh, 2002).

Technology and HRM have a wide range of impact upon each other and therefore human resource professional should be eligible to adopt technologies that allow the re-engineering of the HR action, be prepared to maintain organizationally and work project changes caused by technology, and be able to maintain a proper managerial climate for innovative and knowledge-based organizations (Manpreet, Loverdeep, Shiny,& Shivani, 2014).

Information and communication technologies (ICT) -an umbrella term for technologies combined with the internet, new media (social media), mobile communication and computers- allow the organization to renovate their internal processes, structures, core competencies and relevant markets on a global scale. Information and communication technologies (ICT) are running throughout each sector of the economy and have implications for almost every enterprise. (Helfen and Kruger, 2002)

Information technology is a set of the instrument which is created with the goal of renovative information systems and disadvantage of information technology are usually caused by the undue use of this system, incorrect and incomplete design of information systems. Undue use of the users (designers and IT engineers) of these systems mostly creates problems and disorders. Information technology is more a type of idea, strategy, thought and an instrument with innovation in human areas. (Ahmadi, 2011).

Today's implementation, growth, and protection of information system are as one of the most necessary business evaluation in IT orientation and managers and company are faced with new challenges in this area. Information technology is a set of intellectual and cultural system and it can be called a culture of information construction. Without creating a culture of information construction, therefore, what is information in IT is an information-oriented consideration. Information technology formed from combination and connection of series of useful produced schemes and supercomputers, computers, cables and wires.

Information technology means the system of origination and collection of information using society and organization. IT made it feasible to have reached to information from anywhere by making computer programs cheaper, easier and smaller (Mohammad Nejad, 2011)

The bases of human resources development are the presence of new and experimental information and the information is a rational process called information technology (IT) that can help to create and build up new strength in human resources. One of the main factors affecting nowadays is company and worker is changing

according to new technology. Today's information technology has shown continuous development (Hajizade Moghadom, & Vajdi Dastgerdi. 2010)

Sources- Selvan V, 2015

Objectives of the study

Informational technology drastically changed human resources management and affected the organisation at all the hierarchical level it also changed business and lifestyle of human race completely

- 1) Significance of using technology in HRM
- 2) Scope of IT in HRM
- 3) Opportunities for implementing IT with HR function
- 4) Challenges accompanied with HR technology

RESEARCH METHODOLOGY

This paper has been prepared on the basis of available published articles, journals, books, internet, magazines, and seminar papers on technology and HRM practices in various organizations all over the world.

Significance of using technology in HRM

These days, all types of organizations are making use of innovation in their HR departments and their administrations. HR and technology must be integrated. In the present day, every organisation is forced to be digital updated practically in every business area. E-HR plays a very vital role which enables data accessibility to directors and representatives at anytime and anywhere. Right now, an e-HR framework may incorporate enterprise asset arranging programming (ERP), HR benefit focuses, interactive voice reactions, director and employee entryways and web applications. An advanced e-HR framework permits us to analyze the data and help us to take decisions globally without considering locations and offices premises hindrances .Technology made connection setup and communication across the department easy and across all hierarchies in the organisation.

Scope of IT in HRM

1. Human Resource Planning: Technology help innovative constructive databases, which focuses on voluminous information about the employees and can be stored and recollected easily , which provides aides to HR in planning regarding the occupied and vacant positions, It also helps determining if the individual is the best fit or not to the organisations.

2. Administration: All the basic data identified with the workforce, like their name, address, email, contact numbers ,credentials , compensation benefits, date of joining & last day in organizations, employment status (contractual, full-time),attendances, time of Log in and log out and so on , are embodied in a database and which can be recovered at any time.

3. Recruitment: The internet has brought one of the biggest changes in recruitment processes and their enrolment procedure within the organisations, as it connects the companies and the job seekers easily across the globe.

4. Training and Development: Organisations are now more focused towards the E-learning programmes, which provide a progressive approach towards the advancement and enable the workforce to keep pace with a quickly evolving market. By connecting the evaluation process to the HR database, the e-learning framework can be used effectively.

5. Compensation and Benefits: Technologies also made organisational transfers and their e-pay services regarding the compensations and benefits straightforward, simple, and precise.

Opportunities for implementing IT with HR function

1. Competitive Advantage: Giving customized applications through HRM portals implies that e-HRM can be a key technique in innovation examples like ADP portals.

2. Accessibility: Data is accessible to everyone, through web or intranet. Any employee can get any information effortlessly HR entryways permit the representatives to get to all the required data at a one click.

3. Rapid and Mistake-free exchanges: Technological innovations have expanded the pace of administration in organizations. Mechanical frameworks eliminate human errors

4. Interactive Atmosphere: Technology enhances interactions among the representatives through the electronic gateways. Bigger & smaller organizations require data and their maintenance, this needs is catered by the help of E HRM.

Challenges accompanied with HR technology

1. Cost: Technology pulls cost and innovation-based HR framework is expensive, but once executed, it decreases the operational expenses. Significantly bigger organizations introduced HR gateways/bundles, while small- to mid-size organizations find it difficult to bear the cost.

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: Maintenance cost is high if we need to prevent hacking/open to all arrangement/illegal acts. A lot of thought is required on these lines.

4. Increasing Isolation: Due to the arrangement of virtual networks through intranet or E-HR gateways, the individual collaboration among the representatives has reduced. In the traditional frameworks, they collaborate with the representatives, and were integral to the organization. They are disengaged from each other now, and are connected for all intents and purposes through such entryways only.

Negative Impacts on Employees and Organizations in Changing the Technology

- **Unemployment and lack of job security** - Due to the technological changes job opportunities may shrink so that a large number of employees become unemployed.
- **Unavailability of skill sets-** Lack of ample knowledge about modern technology the employees can't enter into the job which job he/she is desired.
- **Geographical constrains-**Due to countries policies ,underdeveloped and developing countries organizations sometimes can't recruit the required number of technical knowledge oriented employees to perform their organizational activities.

- **Implementation expenses**-It can be expensive to build new information technology system in the organization. Integrate the information system it require pretty good amount of cost in a case of software, hardware and people.
- **Technology Security Risks**-It is risky from data security point of view for example IT solutions are pursuing toward cloud-based systems this make workforce mobilized. Which result into that team members can work from home; join an online meeting and access client data from smart phones and other mobile devices.

Conclusion

From the above consideration, it showcase that technology has had a firm effect on the internal operations of organizations. It drastically changed the way of human resource and management work styles. In an accelerated and fast paced economy, technology changed life of human beings drastically. The use of technology in the past few years has developed considerably and technology has and continues to play a vital role in enabling Human Resource organizations to move from personnel management to business ennoblement. The usage of IT tools not only help to fulfil the company's defined goals but to optimize the work processes as well. Information technology benefits internal operations of the organization to a large extent for examples use of computer, printer, and fax machine, telephones, robots etc. helps in the flow of information very quickly within the organisation at all the hierarchies In the field of HRM, innovation has made a drastic change towards reducing cost and increasing proficiency. It reduces the administrative expenses greatly. It enables data management, which helps in taking vital choices. Although many advantages, still today many organizations have not adopted the technology based HR systems. In spite of there are few possible difficulties, information technology and HRM are inseparable.

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