



A STUDY ON ROLE OF INFORMATION TECHNOLOGY IN HR DEPARTMENT.

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ABSTRACT

The Internet has altered human civilization through altering our lives and the ways in which we interact with one another, work, learn, and pass the time. Through hardware mechanisms, people and organisations can access information technology (IT), a collection of offered schemes that is crucial to the development of human resources. present day world, The development of human organisations and groups depends on information technology. An overview of the function of information technology in managing human resources is provided in this paper. Today's top CEO is aware of the effectiveness of the internet and information technology (IT) in achieving organisational objectives. The use of the internet and information technology tools aids in achieving organisation goals in additional ways as well. The internet has transformed how people communicate, work, and spend their free time. In the modern world, information technology is the most crucial aspect for the expansion and development of both enterprises and human resources. It has aided organisations in most effectively attaining their goals and objectives of resources, including time, money, and effort. It has aided businesses in managing their relationships with clients, vendors, dealers, and other stakeholders. This essay focuses on how IT is essential to managing and growing an organization's human resource.

Key words : Human resource , Information technology, Organization, Development, Technology.

INTRODUCTION:

Today's business-savvy entrepreneurs are aware of how effective information technology (IT) tools are for achieving objectives. It not only aids in achieving corporate objectives but also improves work procedures.

Human resource management (HRM) encompasses tasks including hiring, educating, fostering, and rewarding employees. By continuously offering educational and training programmes for the personal and professional development of the organization's personnel, HRM must work to achieve competitiveness in the HR area.

It has long been established that information and communication technology (ICT), including the Internet, mobile communication, new media, and similar tools, can significantly aid in the implementation of an organization's personnel policy. The HR department may be significantly impacted by technological innovation.

The strategic goals of the organisation must be the primary emphasis of human resource management. An organization-wide IT strategy plan must be directed into these strategies. These are activities connected to any advancement in the entity's technological systems, including product design (research and development) and IT systems.

Technology development, which may also incorporate learned knowledge, is a crucial business innovation activity. All operations in the context might have some technical element, which furthers technological development.

Organizations that operate in dynamic environments may be more affected by information technology. The human resources will become more effective and efficient as a result. Consequently, there will be a rise in the use of IT applications for database administration and advanced recruitment systems.

Companies and organisations have almost come to the conclusion that their greatest asset for advancing their organisations' goals is human capital. Because people are the most valuable component and root cause of progress, development and growth cannot occur without their involvement. The existence of experimental and novel information is the fundamental goal of human resource development. Information is also a logical process known as information technology, which can help to develop and create new potential in the human resource management system. Information technology, which has significantly revolutionised modern living, is one of the main aspects that influences daily business and how workers change in response to new technologies. The evolution of information technology has been ongoing. A wide range of effects exist between human resource management (HRM) and information technology; as a result, human resource experts should be obedient to adopt the technologies that permit the action of human resource reengineering. A significant change to maintain and organise a stream of performed tasks could be very easily accomplished through the use of technology, and this would enable managers to continue to foster an environment that is conducive to the development of creative, innovative, and well-managed organisations. Information and communication technologies (ICT), a catch-all term for all technologies related to the Internet, mobile communication, and personal computers and new media (social networking sites), enable organisations to better manage their internal business operations, core competencies, and appropriate global markets. All industries use information and communication technologies extensively.

Human resource management (HRM) encompasses tasks including hiring, Recruiting, fostering, and rewarding employees. HRM must strive to be competitive in the HR market by offering ongoing educational and training opportunities for employees' personal and professional growth of the staff members of the company.

It has long been established that information and communication technology (ICT), including the Internet, mobile communication, new media, and similar tools, can significantly aid in the implementation of an organization's personnel policy. Technology development can have a significant impact on an organization's HR division. It gives the business the chance to enhance its internal operations, core competencies, target markets, and organisational structure as a whole.

The strategic goals of the organisation must be the primary emphasis of human resource management. An organization-wide IT strategy plan must be directed into these strategies. These are activities connected to any advancement in the entity's technological systems, including product design (research and development) and IT systems.

Organizations that operate in dynamic environments may be more affected by information technology. The human resources will become more effective and efficient as a result. Therefore, using IT applications for database administration and cutting-edge recruitment systems would boost business productivity.

RESEARCH METHODOLOGY

- UNIVERSE:
 - Personnel employed by any Vadodara-based company and HR department students.
- RESEARCH DESIGN:
 - Descriptive research is used to explore such a topic.
 - Descriptive research is described as a research method that defines the characteristics of the population or phenomenon under investigation. This methodology emphasises the "what" of the study topic more so than the "why" of the topic.
- SOURCE OF DATA COLLECTION:
 - The primary as well as secondary sources were used for collection of data.
 - Primary data was obtained through questionnaires filled by 75 employees/students.
 - Primary data- Questionnaire
 - Secondary data- Books and Website
 - Primary as well as secondary data was collected

- Instrument used for data collection

Instrument used for data collection is Questionnaire

- SAMPLE DESIGN:
 - Sample Size: 75
 - Sample Location: Vadodara
- ANALYTICAL TOOL:
 - Pie chart, Bargraph
- LIMITATION OF THE STUDY:
 - Due to time constraints and the companies' restrictions, adequately collecting data from the employees has become challenging.
 - Additionally, employees' busy schedules had some impact on the study's findings because it was based on a sample, thus the findings were not entirely absolute.

LITERATURE REVIEW:

Information systems' function in human resource management:

Rapid advancements in information technology (IT) investment and innovation present opportunities for conducting business in ways that are fundamentally different from the past. Despite the fact that enterprises are using IT more and more, The impact of IT on the function of professionals, however, is not well understood. We address this issue by looking into how the extensive usage of IT within the human resource department affects jobs in one particular occupational segment, human resources (HR) specialists. We focus on the expectations imposed on HR professionals as a result of an increased reliance on IT, as well as how HR professionals manage HR information. Our research indicates that IT makes it possible for HR professionals to obtain and distribute information more quickly.

Opportunities and Challenges for IT in HRM:

The importance of technology in the modern day has surpassed all key company operations. A new world is taking shape as a result of technological advancements. One can make use of all of the human resource

the company by using information technology into its HRM system. The role of IT in key areas of the organization's HRM function is covered in this essay. It also focuses on the potential and difficulties that firms confront as they integrate IT throughout the HRM function. Additionally, a number of crucial HR functions are emphasised, where numerous firms have successfully used IT.

The transformation of HR functions as a result of IT:

The goal of this study is to comprehend how technological improvements are affecting the work of HR professionals. This entails investigating recruitment technology that accelerate the hiring process.

Every application should be reviewed by recruiters. According to the report, HR's responsibilities will primarily focus on incentive and benefit programmes for employees, as well as training, development, and strategic roles. It is challenging to comprehend how the people of Kosovo regard the position of an HR manager due to the dearth of HRM data and the absence of HR technologies in that nation. Finally, it offers suggestions for how the situation in Kosovo may improve and explains why the use of HR technologies is important in helping to shift these new roles of HR professionals, in the benefit of them but also for the organization and employees

The Changing Role of Human Resource Professionals and Human Resource Technology:

The purpose of this study is to investigate the relationship between HR function, HR function transformation, and Human Resource Information Technology (HRIT).

They are related to one another. This study shows that HRIT not only fosters a high degree of participation in HR practises but also supports HR professionals in their role as partners in business strategy.

The majority of businesses are still in the middle of the transition process where HRIT is transferring HR function from transaction activities to strategic ones, despite the fact that academic research considers the use of HRIT focuses on supporting strategic HRM.

PROBLEM STATEMENT:

HR is no longer only concerned with hiring people. With the aid of cutting-edge technology, HR professionals are more actively involved in completely transforming HR procedures. IT adoption in HR should lower costs, enhance services, and increase effectiveness. As a result, the main emphasis of our research is how IT affects the HR department

OBJECTIVES OF THE STUDY:

- To gather the public opinion on whether they believe that IT plays a significant role in organisations
- To know the impact of Information technology on HR department.
- Consider the HR department's future in detail.
- To know which information technologies are used now a days in HR departments.
- Determine whether IT engagement in the HR department is beneficial or detrimental.

HYPOTHESIS:

H0- The future use of IT in HR department will not increase

H1- The future use of IT in HR department will increase

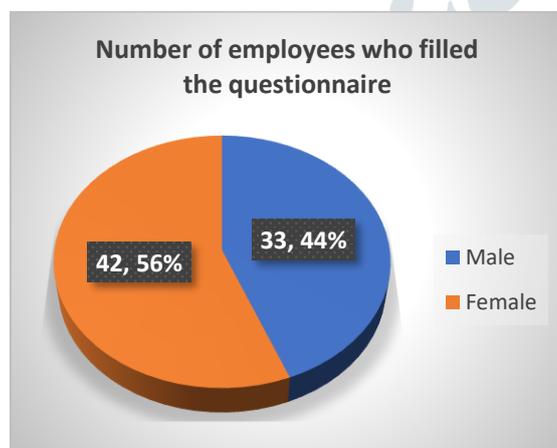
H0 = the future use of IT is not used in training of employees.

H1 = the future use of IT is used in training of employees

DATA INTERPRETATION:

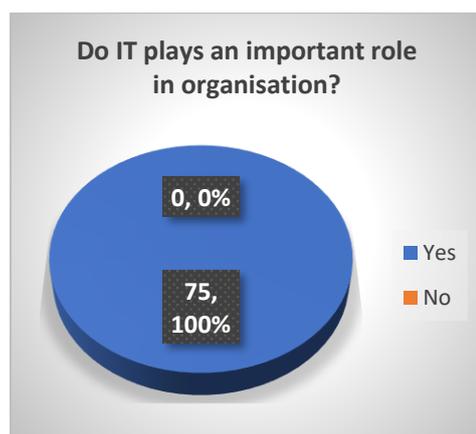
Note:- The information shown below is accurate and is obtained directly from the main data we gathered using a Google Forms survey.

- 1) Number of people who filled the questionnaire



Source- Primary data

- 2) People's opinions on whether or not IT is used in organisations.



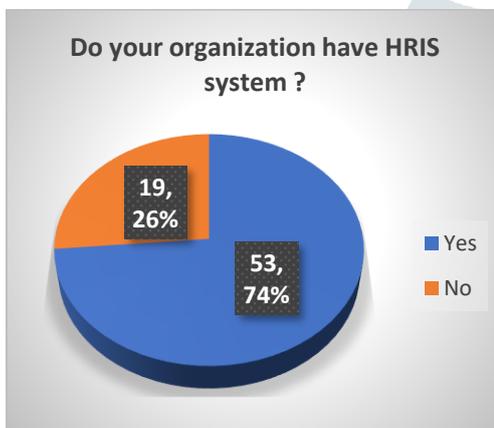
Source- Primary data

3) People's opinions on whether or not the HR department is required



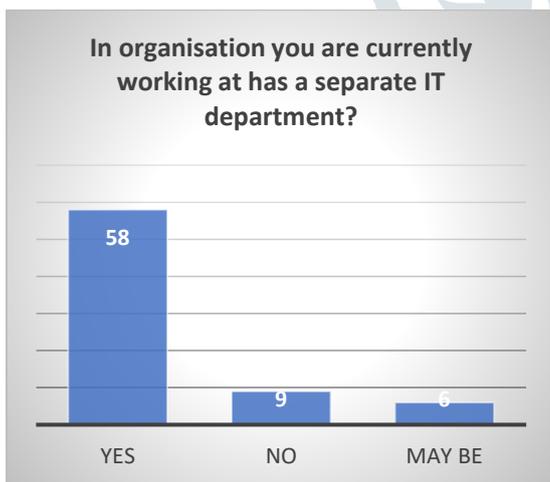
Source- Primary data

4) Response regarding HRIS in an organization



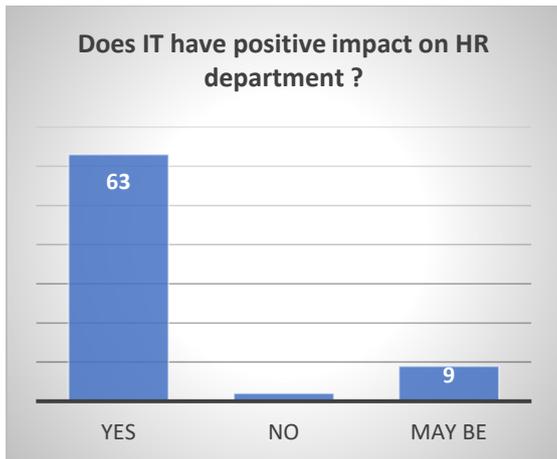
Source – Primary data

5) Employee/student feedback on the organization's distinct IT department



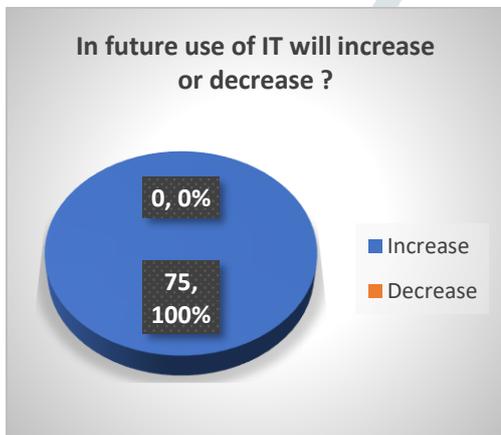
Source- Primary data

6) Describing the viewpoint of responder’s regarding whether IT have positive impact or not.



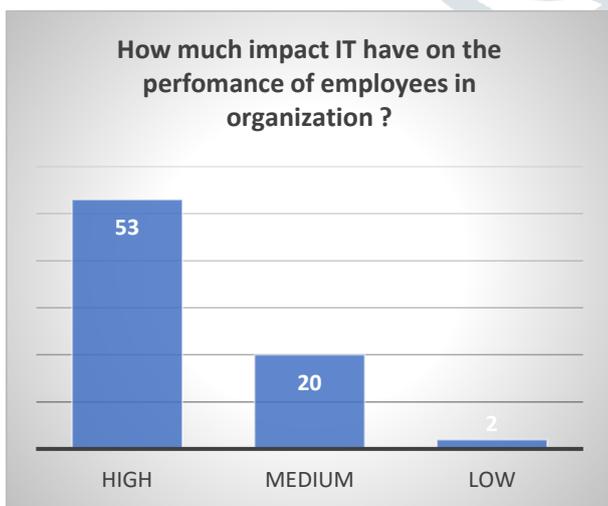
Source- Primary data

7) IT usage in the future



Source- Primary data

8) Testing of hypothesis regarding the effect of IT on employee performance



How much impact IT have on the performance of employees in your Organization?	Perceptions			
	High	Low	Medium	Total
	53	2	20	75

Hypothesis Testing: Using Z – test

H0 = IT has no significant impact on employee performance

H1 = IT has significant impact on employee performance

N=75, sample mean= $75/(3-1)=37.5$, $\mu=75/3=25$, $\alpha=5\%$

Confidence level = 95%

$$z = \frac{\bar{x} - \mu}{\frac{\sigma}{\sqrt{n}}}$$

We get Standard deviation as = 4.22

$$Z_{cal} = 12.5/0.49$$

$$= 25.5$$

Calculated value of Z = 25.5. The critical value of Z at 5 % level of significance is 1.645. Calculated value is greater than critical value i.e. $25.5 > 1.64$. Hence H0 is rejected.

9) Which applications are used in your company for hiring?

Following are the Responses:

- LinkedIn
- Indeed
- Monster
- Naukri.com
- Shine
- Apna job app
- Work India

10) Employee and student perspectives on the usage of IT in employee training



In future use of IT will used in training of employees ?	Perceptions			
	Yes	No	Maybe	Total
	56	5	14	75

Hypothesis Testing: Using Z – test

H0 = the future use of IT is not used in training of employees.

H1 = the future use of IT is used in training of employees.

N=75, sample mean=75/(3-1)=37.5, $\mu=75/3=25$, $\alpha= 5\%$,

Confidence level =95%

$$z = \frac{\bar{x} - \mu}{\frac{\sigma}{\sqrt{n}}}$$

We get Standard deviation as = 4.44

$$Z_{cal} = 12.5/0.512$$

$$=24.41$$

Calculated value of Z = 24.41 .The critical value of Z at 5 % level of significance is 1.645. Calculated value is greater than critical value i.e. 24.41> 1.64. Hence H0 is rejected.

The role of human resources in employee performance, training, and recruitment in information technology:

The HR manager may use information technology to better effectively train new employees within the company. Through the use of training programmes and information technology, trainers work directly with new employees.

Information technology is utilised by HR managers to measure employee performance and evaluate employee feedback for the firm. There are numerous pieces of technology and software that enable HR managers to assess employee performance and define performance standards. The human resources manager contrasts real performance of the employee to standard performance, eliminate any variations, and give them more training.

Managers today understand that human capital has evolved into an asset, and IT recruiting may significantly enhance effective hiring as well as workforce formation. It is critical that the HR and IT teams work together to attract the top applicants. The HR department's participation in IT hiring is crucial, especially in terms of time in a crisis. High potential employees can be hired and retained with the use of HR IT tools. Launching the career website, which is a very effective marketing tool, is the first step.

RESULTS & FINDINGS:

The data from all the samples was analysed, and it was discovered that the HR department is significantly impacted by IT. According to the poll, businesses utilise HR IT solutions and must have all HR processes in place to support all HR responsibilities, from hiring through retirement. According to the research, the value of the business as a whole, including its most valuable asset—human resources—increases along with the importance of HR-IT utilisation, which is becoming more and more significant.

The use of IT will grow in the future, according to our testing of the theory. According to the study, 95% of respondents said they were certain that the usage of IT will expand in the future, while 5% said they were unsure.

We put the theory to the test and discovered that using IT will boost employee performance. According to the study, 52.7% of respondents said that IT will have a significant impact on employee performance, compared to 42.5% who said it will have a medium impact and 5% who said it will have a small impact. confirmed that the impact will be minimal.

Therefore, we were able to confirm from the aforementioned poll that the HR Department's IT plays a very important role.

CONCLUSIONS:

Computers, the internet, and other forms of information technology have made it possible for enterprises to organise information more affordably, efficiently, and economically. It has aided firms in quickly making the most important decisions on the hiring, choosing, training, and performance of people. The management may create a robust system that takes care of preserving and fostering relationships with its clients, suppliers, dealers, and other partners with the help of an integrated data system. As a result, an organisation must rely on information technology to achieve its goals in a world where client demands are changing so quickly and becoming more demanding overall.

Due to globalisation, it is now necessary to consider how IT may help achieve company objectives within the context of human resource management. Although a questionnaire found that information technology only minimally aids in the achievement of HR objectives, a carefully thought-out implementation strategy for HR information systems can assist the company's HR strategy in achieving its specified key performance indicators (KPI). With the aid of new communication technologies, application software, and tools, HR professionals can now focus more of their time on topics like policy framework, strategic planning, and other similar concerns.

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