



“HR Transformation Through IT Automation”

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ABSTRACT

The capabilities of HR departments in modern businesses have been significantly upgraded thanks to the introduction of HRIS. Human resource management information systems allow HR practitioners to conduct HR activities and provide timely HR services in a way that was previously impossible with manual information processing and exchange. Despite the increasing need for, advantages from, and significance of HRIS, not all businesses have been able to fully realise its potential. Through an examination of three perspectives, this paper seeks to shed light on the current state of human resource information systems (HRIS), specifically how HRIS has evolved over time at different organisations for managing HR, the HR functions that are being used through HRIS, the facilitating and inhibiting factors in the optimal use of HRIS, and the existing challenges in HRIS from the users' and management's point of view. Despite the optimistic outlook, most studies show that HRIS has not received its due. These studies have been conducted primarily in the West, with few exceptions in Asia and India. This literature review makes an original effort to investigate the history, function, advantages, disadvantages, and prospects for HRIS in India's private sector. Strategic human resource management (SHRM) and HRIS, HRIS importance and benefits, HRIS model and design, HRIS application for various HR functions, HRIS adoption and implementation, and factors promoting and

discouraging HRIS use are all topics that have been examined in this study.

INTRODUCTION

PURPOSE OF THE TOPIC

We have zeroed in on "Transformation of HR through IT automation" since in today's globalised economy, competition is fierce as a result of technological advancements. Client-server networking, LANs, WANs, and the Internet are all undergoing significant development and change at the present moment.

Indian companies need state-of-the-art human resource management (HRM) systems to compete with the many MNCs entering the country's domestic market.

Modern advances in IT have aided HR departments in corporations. Electronic means of communication, such as computers and the like. Information technology used to be strictly a back-office support role, but it has now developed into a crucial part of many enterprises. Accounting and control functions, as well as human resource management, have been automated because to IT's pervasiveness in the administrative sector.

Human resources departments in many businesses confront a variety of issues as the world develops towards a knowledge-based economy, where the value of a firm rests on the skills and knowledge of its people. The need to educate and train managers to deal with the complexities of a global economy; the globalisation of businesses; and the rapid pace of technological change, which necessitates the redesign of jobs and constant modifications in recruiting, selection, training, and appraisal techniques. Executives in human resources (HR) have turned to IT for help in meeting their businesses' information needs since they have so much to keep track of and so much data to manage on a daily basis.

Airtel, for example, uses Oracle applications for human resources tasks. That's why it's so important to properly value the role of cutting-edge IT in human resource management. It is crucial to comprehend the potential HR transformation brought on by IT automation.

LITERATURE REVIEW

Human Resource Information Systems (HRIS): Providing Business with Rapid Data Access, Information Exchange and Strategic Advantage

This article will compare and contrast the aspects of automated and non-automated Human Resource Information Systems (HRISs). These foundational concepts provide the groundwork for the reader to go further into the topic and understand how computerised and non-computerized information may aid HR practitioners in achieving particular HR objectives. The development of an all-encompassing HR information system may be

facilitated by a number of software applications. It's undeniable that computers can aid in making sensible HR decisions, but only if the data is useable.

Human resource information system (HRIS) updates and the rising importance of the internet to today's workforce have combined to make the traditional job search process obsolete.

Despite discussions about implementing HRM in the digital sphere beginning in the 1960s, it wasn't until the mid-1990s that the necessary structural requirements materialised. This research looks at the history of human resource management using computers, as well as its current forms and difficulties.

(CMRM).

The use of technology to facilitate and manage training (including intelligent tutoring systems, computer-based training, multimedia training, and remote learning) is emphasised.

This document presents the results of a research conducted in 1998 on the prevalence of HRIS in small firms. Data analysis and electronic storage practises for personnel, training, and hiring are investigated in this survey. It was found that the total number of workers was significantly correlated with some aspects of the company's data storage and manipulation. HRIS was also found to be less frequent in the areas of training and hiring, as well as in companies with less than 500 workers. The results were consistent across all sectors. Consistent with the results of IES/IPD surveys and several academic research, it was found that HRIS are still being used for administrative rather than analytical objectives.

E-RECRUITMENT

In this study, we investigated how the organisation of a business's online presence may sway the interest of prospective employees. One online job ad was seen by 182 individuals. They then assessed (a) the attractiveness of the ad's layout, (b) the ease of navigating the site, (c) their overall judgement of the site's appeal, (d) their overall perceptions of the business, and (e) their willingness to seek work with the recruiting firm. Participants' attitudes towards job searches were influenced more by the visually appealing nature of internet recruitment materials than by their actual content. The satisfaction with the firm's website and the desire to work for the company was mediated by the impressions employees had of the company as an employer. This research contributes by putting signalling theory's mediated link to the test in the context of online recruitment. In addition, this is the first study of its kind to use relative weights analysis.

Using online job boards is a common practise among companies of all sizes. The great majority of companies now utilise some kind of online recruitment to reach out to candidates, gather applications, and conduct interviews. In this tutorial, you will learn the fundamentals of electronic governance and electronic recruitment in public agencies. Both the pros and cons of e-recruitment as outlined in the literature will be explored. Some studies on the issue have shown that conventional recruiting techniques mixed with online ones provide the greatest results. When looking for new personnel, the Internet is only one tool that may be used.

Although most companies see the value of e-recruitment, the great majority continue to use tried-and-true methods such as newspaper ads, word-of-mouth, and search firms, as Pearce & Tuten (2001) point out. The corporation saw the Internet's potential as a key asset. According to Cullen (2001), e-recruitment is not utilised in isolation but rather as part of a bigger approach that includes more conventional means of determining requirements and locating applicants,

more sophisticated forms of assessing behavioural and skills aptitude, and face-to-face interviews. Previous studies have revealed that traditional recruitment techniques are still employed by human resources departments alongside e-recruitment. More than 75% of HR professionals utilise internet job boards, according to HR Portal (2003).

RESEARCH METHODOLOGY

To better understand the HR revolution brought on by IT automation, studies have been conducted. The scope of the investigation is quite broad. The study's overarching goal is to catalogue the ways in which information technology (IT) has changed human resources (HR) departments and functions.

The scope of the investigation is quite broad. We rely heavily on the Internet, periodicals, and literature reviews as secondary sources for our data.

I was able to effectively finish the project thanks to the Internet, where I was able to learn a great deal about HR transformation via IT.

As part of my research for this assignment, I consulted a number of publications that provided insight into both classic and cutting-edge HRM practises.

BACKGROUND OF THE PROBLEM

To solve this issue, we gathered secondary data on how HR practises may be modernised via the use of IT automation.

OBJECTIVE OF THE TOPIC

This research was conducted to learn how HR departments are using IT. Human resources has undergone a sea change as a result of IT

automation. One of India's fastest-growing industries, IT is also the driving force behind recent HRM developments in the country.

In the past, HR procedures in India followed more traditional models, such as the usage of paper records and procedures. This approach to getting things done was laborious, intricate, and time-consuming. However, HR departments have become more reliant on IT in recent years.

Few of the main objectives are mentioned below:

- ✓ To learn everything you need to know about HR transformation and IT automation.
- ✓ In order to have an understanding of why Transformed HR is better than the status quo in HR.
- ✓ Gain an in-depth familiarity with HR management systems including HRIS, SAP HR, ORACLE HRMS, E-RECRITMENT, and others that form the basis of the research.
- ✓ To get insight into the motivations behind HR departments' use of IT
- ✓ To learn how information technology (IT) is being used in HR processes including training and development, performance evaluation, and staffing.

RESEARCH DESIGN- Descriptive in nature.

DATA ANALYSIS

The data collected has been analyzed in the theoretical form.

SCOPE OF THE STUDY

In this part, we will talk about the research's scope and how it relates to typical HR procedures in firms. The study's authors set out to help

organisations that are still heavily reliant on manual processes and paper records by determining factors like the extent to which these businesses have automated their human resources information systems through the use of HRIS, SAP HR, and other similar programmes. Therefore, the scope of the research is limited to issues pertinent to HR's digital transformation as a consequence of IT automation.

The data utilised in this study comes from secondary resources including the Internet and academic journals. These objectives outline the breadth of the study. The bulk of what is required for a successful HR transformation is covered by these objectives.

Human resources, performance management, and professional development are all areas that have been studied.

LIMITATIONS OF THE STUDY

As with any research endeavour, I encountered a number of obstacles while working on this subject, some of which are listed here.

Due to the study's reliance on secondary data, it's unclear how IT is really implemented in different companies' human resources departments.

The true picture is obscured since the persons who interact with internet recruiting on a day-to-day basis were not approached.

Since much of the information is gathered online, its value to the operational organisation is mostly unknown.

DATA COLLECTION

Data for the objective-

Data is collected with the help of secondary sources like Internet, Books, and journals.

Data has been collected for the topics categorized below-

- **HRIS**
- **SAP HR**
- **ORACLE HRMS**
- **ERP**
- **HR FORMATS**
- **Use of IT in Recruitment**
- **Use of IT in Payroll**
- **Use of IT in Training and development**
- **HR transformation and automation**

FINDINGS

Historically, HR has been at the forefront of internal efforts to use technology to advance business objectives. Human resources has become known for its technical prowess in areas outside those typically associated with people-management and development programmes. This achievement was granted once the HRIS was completely established. This programme is now generally seen as fundamental for managing all HR administrative and strategic activities related with the organization's staff. All parties concerned will have access to the information necessary to make educated decisions. The data is freely available in a timely way at the hub, and is largely used for measuring and monitoring worker productivity and development. In terms of human resources, the board sets a priority on the consistent delivery of agreed-upon metrics.

The HRIS pulls its information from the same centralised database (or data warehouse) that the rest of the firm uses.

Trained line managers may get the information they need to do their jobs effectively by using the HRIS.

How can HR departments benefit from the use of information technology?

Human resource information systems have generally been utilised for (a) attracting competent applicants through the Internet and (b) supporting administrative chores including application tracking, attendance monitoring, and payroll or compensation administration. However, a crucial link between the two objectives is still missing: guidance for making (pre-)selections of candidates and pairings of them with potential team members. Therefore, it is a frequent corporate activity to find employees with certain hard and soft abilities both inside and beyond the firm's limits; yet, there is a lack of systematic IS-support for the team creation process.

E-HR's three main objectives are, thus, (1) electronic recruitment; (2) electronic human resource recommendation systems; and (3) team configuration, trust, and traits.

E-Recruiting: Information technology (IT) is discussed throughout the whole recruitment process, from initial advertising to final candidate screening, and how talent shortages could impact these decisions is also discussed.

Computerised health care recommendations: Findings from studies on E-Recruitment practises show that many businesses make do with

inadequate resources while searching for candidates, leading to unsatisfactory pairings of vacant jobs and suitable applicants. In its stead, we may see a recommendation system that uses a probabilistic latent aspect model to combine the best features of collaborative filtering with those of hybrid methods of selecting individuals. The algorithm recommends those whose resumes are most like those of people who were hired for a similar role in the past. It also aims to expand the recommender system beyond only a focus on individual abilities, into the realms of relationship architectures and interpersonal qualities.

A group's organisation, dependability, and personality: Beyond just selecting a choice, the primary objective is to optimise the candidate's compatibility with possible team members. Team formation may be seen as a two-dimensional matching issue, whereby individuals are paired with (1) activities for which they are well-suited and (2) other individuals with whom they can work productively. Human and social capital, and trust in particular, are thought to play significant roles in decision making.

As above mentioned dimensions are useful for every organization. So, companies should also try to develop these two dimensions for its strategic success.

CONCLUSION

Human resources is reevaluating its function and the value it provides to the organisation in light of the growing importance of human capital in today's knowledge-based economy. Human Resources is under enormous pressure to drastically reduce operational expenses while also increasing their strategic emphasis and participation in strategy creation.

As a result, many HR divisions are making an attempt to evolve from inefficient bureaucracies into streamlined powerhouses that can provide exceptional service to their staff while simultaneously devoting more resources to people strategy. For "new HR" to thrive, an organisation should deploy a centralised Human Resources management system that communicates seamlessly with the rest of the company's vital software.

It is well-known that advancements in computer technology have facilitated simplified operations and minimised downtime. The system's efficiency and effectiveness have both been boosted by the use of IT. This is why businesses of all sizes are quickly using IT solutions to improve processes across the board, from finance and HR to marketing and support.

When compared to their contemporary equivalents, traditional HR practises waste more time and provide less results. More and more people are resorting to manual jobs, which is not only less productive but also less pleasurable. Thus, the expense of maintaining the company grew.

However, developments in processing power have made such formerly laborious tasks quite simple. These days, the internet and the worldwide web are where the vast majority of firms do their marketing and sales. Most businesses still rely on HRM systems to streamline even the most routine of administrative tasks.

The greatest example is probably trying to get a job online. More and more companies are turning to online job boards to fill open positions.

Improved recruiting tactics and processes may aid in reaching the possible applicants in a sector with a high attrition rate, since most people in the organisation are seeking for better opportunities within the same industry.

Companies may improve their recruiting practises by considering candidates' long-term viability in the workforce, which is important since retention is tied to employee motivation.

A greater number of qualified people may apply for a position if it is advertised online.

Many organisations' payroll departments are also using HRIS software. By eliminating the need to manually assemble employee data for analysis, hris has made performance evaluation much more manageable.

Oracle E-Business Suite, SAP HR, HRIS, ERP, etc. implementations have helped firms save money, get returns on investment more quickly, and position HR as a strategic partner at the highest levels of the company.

One may thus argue that technological advancements help HR advance. Human labour was essential across all sectors in the past. We followed all of the protocols for handling paperwork, doing errands, and handling human resources. As a result of the widespread use of cutting-edge technology in business and the exponential expansion of IT, any task can now be completed with little effort and in record time. It's important to include HR software, data mining, and other enterprise-wide applications of technology. Therefore, businesses are better equipped to adapt to the ever-shifting global scenario as a result of the use of IT in HR.

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