ROLE OF GREEN TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT: AN EMPIRICAL STUDY

DR.DEEPALI RANI SAHOO
ASSISTANT PROFESSOR
SYMBIOSIS LAW SCHOOL, NOIDA CAMOUS, SYMBIOSIS INTERNATIONAL(DEEMED UNIVERSITY), PUNE,INDIA

ABSTRACT:

These days, no company or organization can thrive without utilizing technological applications. Employees can now work whenever and from wherever. Globally, technology has fundamentally changed the function of human resources. Thus, one of the professional occupational segments that has been impacted by technological advancements is human resources management. Professionals in human resources management now play a very different role thanks to technology. In order to increase administrative effectiveness and the responsiveness of human resources management to internal clients, employees, and managers, as well as to enhance overall organizational performance, an increasing number of human resources management functions within the human resource department are being carried out electronically. Adoption of new technologies at the same time will stress out staff to some extent. This study is empirical in nature and focuses on how technology affects employee performance and behaviour, as well as how technology affects interpersonal connections among employees. The study's conclusions indicated that implementing technology is assisting the company in improving employee performance. Technology, according to some business experts, is one component that has a significant impact on the HR department. The objective of this research is to examine the correlation between green innovation and bundling practices for human resource management and their influence on sustainability performance as determined by the Triple Bottom Lines, which encompass environmental, social, and economic aspects of performance. This study shows that GHRM can improve GI implementation by businesses, which will improve the sustainability of those businesses. Furthermore, this study both supports and improves on the conventional wisdom. The study also shows how environmental management techniques can lead to increased sustainability in the innovation and human resource sectors. This study is regarded as one of the first empirical investigations into the effects of digital technologies (DTs) and green human resources management (GHRM) on economic and environmental performance through the development of environmental capabilities, such as GSCM operational practices (GSCM-OP), using the dynamic capability hierarchy in the sustainability context and Green Supply Chain Management (GSCM) literature.

Keywords: - Human Resource Management, Technology, Functions, Organizations.

INTRODUCTION: -

Human Resource (HR) Technology is a set of tools used by human capital professionals to duto mate routine operations, secure data storage and analytical management of reports for superior decision making. It is adopted by various organizations as it helps in improving the recruiting efficiency and streamlining multiple processes while reducing the administrative burden and minimizing the compliance and administrative costs. HR technology also optimize the recruitment process and related tasks and enhances the overall efficiency of the HR department. The Indian Human Resource (HR) Technology market is primarily driven by the rapid

industrialization and urbanization that have resulted in the increasing number of corporate organizations. Besides this, there has been a growing demand for advanced HR tools that assist in improving the learning, productivity, and engagement of employees. Moreover, various digitization initiatives undertaken by the Government of India have provided an impetus to the growth of the market. Furthermore, the integration of HR technology with cloud computing, software-as-a Sservice (SaaS), artificial intelligence (AI), business intelligence (BI), and dashboards have provided added flexibility and competitive edge over other solutions, which is positively impacting the market growth. As per a report India's HR Tech market is poised to grow from USD 23.32 billion in 2021 to USD 38.36 billion in 2030. The availability of comprehensive Human Resource Management System (HRMS) tools helps organizations maintain and direct a realm of human resource tasks and responsibilities including payroll, employee benefits, candidate recruitment, leave and attendance policy, employee information management, policy implementation and more. With modern HRMS tools, the traditional spread sheet and paper-based processes have been replaced with fast technologically backed solutions. Besides, using HRMS also reduces human errors and time consuming manual process. HRMS technology has become imperative for HR Sector to evolve in order to cater to the needs of the transformative business lands cape. With the emergence of new working models like work-from-home, hybrid and gig employment post pandemic, HR function have become dependent on the latest technology. In recent years, HRMS has witness rapid adoption in India. Also, many startups have developed HR software to assist business of all sizes today. There's a plethora of options available in India today for HR software, and the features and functionalities of fared by each of these software are different. Ideally, an organizations size and requirements determine the HR software it needs. If it is well applied time and money can saved and subsequently enhancing their efficiency. Various software using HRIS (Human Resource Management System) like clear company, Halogen Performance, Performance Pro, High Ground, Lattice and Big Data Analytics have made performance management of employees more accurate and helped in giving suitable rewards to the personnel. This has resulted in increased employee satisfaction and loyalty towards the work and organization.

Review of Literature: -
Studies have been made and many books have been written regarding the role of IT on Human Resource Management. The use of information technology in HR has grown considerably in recent years. A review of literature reveals that: The role of IT in HRM can be traced back in the last decade of 20th century.

Kendra M. Turner (2017): - studies on the effect of a system implementation upgrade on employees' job performance. It was found that employees initially felt positive about a change but after some period of time they felt that they are in the need of training and management also increased their job duties and responsibilities without salary hike.

Muhammad Aftab Alam (2016): aimed to explain the linkage between techno-stress and crew productivity and examine the interaction effect of role – overload and equity-sensitivity in this relationship. The study explored three factors of techno-stress i.e. techno-complexity, techno-uncertainty and techno-overload and found that their negative relationship between productivity and techno-overload.

Dr A. Narasima Venkatesh (2016): has explained internet of things and Human Resource Management. According to the author the new trend is the internet of things which basically means things which can be connected to internet and be used for the betterment and ease of lifestyle. The author has connected the use of internet of things in HRM which basically helps the HR department achieve improved productivity and employee satisfaction. The author has connected various technologies (IOT) with HR that can be used to carry out human resource management with utmost effectiveness.

S.K. Manivannan (2015): reveals the advantages and limitations of implementing the digitized HRM system in the organization. He points out the resistance faced by organizations in implementing E-HRM in the organization, the system should be implemented when the organization has the need and the employees are fully equipped with the technology.

Nisren Osama AI-Khozondar (2015): investigated the effect of Employee Relationship Management (ERM) on the employee performance in Telecommunication and Banking Sectors. The results concluded that ERM components have positive effect on the employees' performance at telecommunication and banking sectors. It builds and enhances relationships reinforces commitment and improves the employee's performance. It found that there is a positive strong relationship between employee relationship management components and the employee's performance. It also reveals that sharing goals and values with the employees are considered prerequisite and foundation to improve employee's performance.

Prof. Gaurang V. Purihit (2015): stared that technology has changed the business world many times over. In the Information Age, the advent of computers and the Internet has increased that impact significantly.

Many businesses cannot even function without the use of computer technology. This impact is seen in nearly all areas of business, including human resources, where technology continues to have a significant impact on HR practices. Agility pays rich dividends and HR managers have an important role in creating a favorable work climate to initiate and implement changes quickly with the help of growing technology. Tio remain competitive, most HR managers now-a-days anticipate such cyclical changes in advance and initiate proactive steps that are less painful. In the long run, how effectively a company uses its human resources can have a dramatic impact on its ability to compete or survive in an increasingly competitive technological environment.

IskandarMuda. Etal (2014): study the determinants of the employee performance. The finding revealed that employee's performance is explained by job stress, motivation and communication factors. It was found that the job stress, motivation and communication variables simultaneously influence employee's performance. Author suggested that it is necessary for the Islamic banks to enhance the communication factor, which has a significant impact on the employee's performance.

Muhammad Imran etal (2014): studied the effect of technological advancement on employee performance in banking sector. It was found that technological advancement has significant impact on motivation and training of employees. Motivation has significant impact on employee performance but training has no significant impact on employee performance. The result reveals that there is significant relationship between technological advancement and employee performance.

Yan-Hong Yao et al (2014): explore the influences of leadership and work stress on employee behavior and the moderating effects of transactional and transformational leadership on the relationship between work stress and employee negative behavior. The results showed that there is a positive correlation between work stress and employee negative behavior. Transformational leadership has negative impacts on work stress and employee behavior, whereas transactional leadership has positive influences.

Scope of the Study: -

Human Resource Management is considered to be the most valuable asset for any organization. It is the sum-total of inherent abilities, acquired knowledge and skills represented by the talents and aptitudes of the employed persons who comprise of executive, supervisors, middle level and low level employees. It may be noted here that human resources should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides and attainment of goals. Employee behavior and his performance is based on various factors like job satisfaction, relationship with supervisors and co-workers, performance appraisal, motivation, training, stress level etc. Stress is a mental pressure which each and every one will go through in our life. Demands which we can't afford, fear of failure, fear of loss, anxiety, insecurity are the root cause of stress. In this present business world, as everything is in-build with technologies, being updated with the technology itself a stress for all. This is known as techno stress. Work load because of technology lack of time period in adopting new technologies, lack of knowledge about the usage of technologies, lack of training on technologies are the reasons for techno-stress. Due to technological advancements office hours are carried to the home which affects the family life of an employee.

Importance of the Study: -

The study enriches the management with a range of information pertaining to employee behavior, employee inter-personal relationship and their performance with regards to technology. This will enable the organization to make decision in adopting a new technology and helps to provide training to its employees in learning the technology. Only the trained employees can perform their duties well which will help the organization to achieve its goal. This study will make the organization to realize about the techno-stress which will be useful for them to help their employees to overcome the stress. Effect of technology on employee inter personal relationship has been studied which will help to strengthens their bond and contribute more towards organizational growth by working in groups as a term.

Research Methodology: -

Secondary data has been used for the present study. The secondary data has been collected from extensive desk research through library, different published materials and the world-wide web. The study has been made to examine the IT tools used for HR planning, recruitment, training, use of technology and software's used for HR.

Research Objectives of the Study: -

The study is about the use of technology in Human Resource Functional Operations.

Significance of the Study: -

The study is of great significance to the business organizations as its studies the importance of technological tools applied by HR Professionals, the changing role of HR and likely impact of technology on HR.

Finding of application of Technology in HR Function: -

The main components of Human Resource Information System (HRIS) are employee administration, recruitment, time and attendance, training and development, pension administration, employment equity, performance evaluation, compensation and benefits administration, organizational management, health and safety, labour relations and payroll interface. To choose Human Resource Information System (HRIS) an organization engage in three steps process.

Step – 1:   The first step is the adoption phase, where by organizations carry out a needs analysis to determine requirements.

Step – 2 :   The second step is the implementation phase, where project teams are created, the software is tested, and privacy and security concerns are addressed.

Step – 3 :   The third step is the institutionalization phase, where training and change management activities are highlighted.

Changes in HRM with Technology: -

Human Resource Management has changed since technology has hit its very existence, HRM is now a more sophisticated and organized business unit compared to when tasks were done manually, e-HRM is of a huge support to the human resource management is being able to manage the tasks while utilizing optimum resources and minimizing the cost and errors caused in perform the duties. E-HRM supports in reducing the time taken to complete the job and minimizes the need for manual data entry or record keeping of any employee in the organization. Due to E-HRM maintenance of records its storage, retrieval, diffusion has become very easy and less time consuming. There are some data mining techniques which play around with the data stored in the systems and give patterns, association, correlation, which helps simplify the tasks and make most out of the data. The line managers no longer depend on human resource department to give them information related to their employees; they use the human resource information system to analyze the attendance, track the performance records, and extract other information needed for the better management of employees. The line managers can be more involved in the lives of their subordinates and communicate well with them if they have proper information available. This lessens the burden of human resource managers to provide information to each line manager about their subordinates. Digitization of human resource has not only helped human resource managers to manage the human resource more efficiently and effectively but has also made the employees more involved in the system and organization. By self-service tools the employees can maintain their personal information, updating records wherever required, keeping track of their performance, recording their daily tasks and achievements, participating in e-conferences and e-trainings to learn whatever they feel is necessary to up their performance.

Importance of HRM: -

Ten reasons why the Human Resources Department is important: -

(1)   **Human Capital Value: -**   Having all in-house human resources function is important. An in-house human resources staff or a human resources expert on staff can increase the understanding of how important human capital is to the company's bottom line. For small businesses, in particular, human capital is critical because so many smaller firms have employees who perform cross-functional duties. With a smaller workforce, if just one person leaves, it leaves the company with a huge gap to fill and a potential threat to the company's profitability.

(2)   **Conflict Resolution: -**   Workplace conflict is inevitable, given the diversity of personalities, work style, backgrounds and levels of experience among employees. A human resources manager or a staff person specially trained to handle employee relations matters can identify and resolve conflict between two employees or a manager and employee and restore positive working relationships.

(3)   **Budget Control:** -   Human resources curbs excessive spending through developing methods for trimming workforce management costs, which includes negotiating better rates for benefits such as health care coverage. In addition, human resource ensures competitive and realistic wage-setting based

on studying the labour market, employment trends and salary analysis based on job functions. As some small businesses have budget constraints, this human resources function is especially helpful.

(4) **Training and Development:** - Human Resource conducts needs assessments for the organization's current workforce to determine the type of skills training and employee development necessary for improving skills and qualifications. Companies in the beginning or growth phases can benefit from identifying training needs for existing staff. It's much less expensive than the cost to hire additional staff or more qualified candidates. In addition, it's a strategy that also can reduce turnover and improve employee retention.

(5) **Employee Satisfaction:** - Human resources specialists usually are charged with the responsibility of determining the level of employee satisfaction- often an ambiguous measurement at best. With carefully designed employee surveys, focus groups and an exist interview strategy, human resources determines what underlies employee dissatisfaction and addresses those issues to motivate employees.

(6) **Performance Improvement:** - Human resource develops performance management systems. Without a human resource staff person to construct a plan that measure performance, employees can wind in jobs that aren't suitable for their skills and expertise. Additionally, employee whose performance falls below the employer's expectations can continue on the payroll, thereby creating wasted money on low-performing employees.

(7) **Cost Savings:** - The cost to hire new or replacement workers, including training and ramp-up time, can be exorbitant for employers, especially small businesses. With a well-constructed recruitment and selection process, the human resources function can minimize expenses regarding advertising job postings, training new employees and enrolling new employees in benefits plans.

(8) **Sustaining Business:** - Through succession planning that human resources develops, the company identifies employees with the promise and requisite capabilities to eventually transition into leadership roles with the company. This is an important function as it can guarantee the organization's stability and future success.

(9) **Corporate Image:** - Businesses want to be known as the "employer of choice". Employers of choice are the companies that receive recognition for the way they treat employees: they are the companies for whom people want to work. Becoming an employer of choice means human resources balances recruiting the most qualified applicants, selecting the most suitable candidates and retaining the most talented employees.

(10) **Reliability:** - Human resources ensures the workforce embraces the company's philosophy and business principles. From the perspective of a small business, creating a cohesive work environment is imperative. The first opportunity human resources have to accomplish this is through wise hiring decisions that identify desirable professional traits, as well as orientation and on-boarding programs.

Technology in Human Resource Management.

(1) **Mobile emerges as a new HR technology platform: -** With Smartphone are surging and employees across a range of functions seeking access to corporate applications via their mobile devices, companies are scrambling to adapt their HR systems accordingly. In some cases, they may create their own apps- pared down versions of enterprise software that offer users streamlined access to basic HR functionality, such as submitting time sheets or expense reports. In cases where companies are ready to replace existing HR systems, they may look for vendors that offer mobile apps as part of their core services. Regardless of whether companies built or buy, delivering HR functionality via mobile platforms requires companies to consider the different features, mechanics and user dynamics associated with mobile devices.

(2) **ERP vendors catch up as credible talent management providers:** - A decade ago, the talent management market was dominated by best-of-breed providers selling licensed software. Recruiting, learning and performance management tools were sold as separate products, forcing companies to stitch those systems together and integrate them with their ERP systems. Then ERP vendors began acquiring these smaller companies and weaving specialized talent management products into their broader suites. As a result, many ERP vendors now provide end-to-end talent management solutions that meet the requirements of large, complex organizations.

(3) **Usage of Cloud Data Storage:** - The introduction and increased use of cloud storage services have indeed changed many aspects of the corporate world including HR processes. Considering the huge volume of data HR teams handles, data storage has always been a concern. The cloud has replaced the

traditional use of bulky hard drives and high piles of paperwork. It is now easier for HR to manage data better and more securely.

The cloud provides a medium where important information and data can be securely stored for very long periods. A significant advantage of this system is that stored information can be accessed through the internet via automated processes. Now it is easier to have access to tax documentation, employee information very quickly from the secure remote locations they have been stored.

The cloud storage mediums also complement the use of Big Data. The value of HR has been enhanced by accessing important information which provides useful insight into company operations. We expect that in the coming years, there will be modifications made to the cloud-based systems and Big Data to accommodate demands from HR for more advanced interpretation and access to execute broader applications.

(4)   **New Software Categories include feedback, engagement and culture management: -** Companies have grown increasingly concerned about low levels of employee engagement. In response, a plethora of software vendors have popped up that provide new tools for soliciting real-time employee feedback, assessing culture, monitoring engagement, and managing employee performance and goals. These tools allow organizations to more promptly uncover and respond to employees' issues, needs, and suggestions

(5)   **Performance and goal management are reinvented with feedback and check-ins:**
Dozens of large companies that have replaced traditional, year-end performance management practices with more agile, real-time, and feedback-driven approaches have found their existing performance management software doesn't support their new processes. Startups see an opportunity to fill this gap but, to date" they have yet to build into their products many of the features that large companies typically want, such as reviews and ratings. As a result, companies may have trouble finding the appropriate tools to support a performance management redesign.

(6)   **HR technology innovation brings employee engagement: -**
The HR technology landscape is changing more rapidly than ever. As CIOs and HR leaders look to upgrade and replace existing I-IR systems, they should consider vendors and tools that offer consumer-like experiences, mobile capabilities, and predictive analytics-and allow employees to test them for ease of use, not just for features and workflow. The number of employees using HR tools and the duration and frequency of their usage will become important measures of engagement and effectiveness.

(7)   **Better Data for managing, Recruiting and Retaining Employees: -**
The availability of HR technology is also expanding companies' abilities to better recruit, retain, and manage their employees. Social recruiting is helping companies reach new candidates while HR technology, such as time and attendance systems and integrated data management, can provide better visibility into the employment process. HR technology can help companies make smarter decisions throughout the hiring and employee-lifecycle process. With such benefits, investments in HR technology should remain a top trend in the year ahead, across the organization. In a recruiting pool where candidates can find a job on Twitter, apply via a mobile device on LinkedIn, conduct mobile video interviews, use digital signature technology to sign their offer letter, and show up for their first day of work remotely, it's clear that technology has completely infiltrated the delivery of hiring solutions-and companies that invest in technology today may reap the most rewards.

(8)   **The use of Talent Websites: -**
With the rise of globalism, more and more business owners are realizing that real talent is not confined to a specific geographical region. In recognizing this principle, many of these business owners are requiring human resources representatives to make use of international talent sites and forums to find qualified job candidates.

(9)   **Video Job Interviews: -**
As Alison Doyle points out in her important article "Video Job Interviews: Video Interviewing for Employment," more and more employers are utilizing web-based video interviews during their hiring process. The video job interview can be employed in numerous ways, such as to conduct a screening interview. In other events, the majority of the interview process can take place through the use of video. With this technological trend, human resources representatives can easily interview candidates from all over the world.

(10)   **Big Data Powers Organization: -**
Ensuring compliance and avoiding risk are the two key underlying aspects for every function and task. However, technology has transformed the monotony through HR platforms that digitize the

Information human resource needs. One such technological trend is Big Data, which is helping HR professionals to understand their customers, market to target audience group and communicate with prospective customers. When integrated with other technologies, Big Data helps to gain a deep insight and allows HR professionals to make decisions powered by vital information. Big Data gives HR managers a fact-based view of the current workforce, and helps them to identify emerging trends. Moreover, analytics helps recruiters assess potential employees and let you make better risk management decisions.

(11) Mobile Apps are the Future: -

Smartphone is likely to dominate the HR landscape this year. As the workforce across various operations seeking access to applications via mobile devices, companies are considering to adapt their HR systems. Delivering this kind of functionality implies that organizations will consider HR applications with mobilization process and the interface that employees are looking for. More on, the trend of creating applications that streamlines the basic HR functionality continues to evolve. Today, mobile apps have become essential for every application that a company develops.

(12) Social Media – A powerful tool: -

Social media plays an active in HR today, especially when it comes to recruitment. Around a quarter of employers are using social media channels like Face book and LinkedIn to recruit staff.HR departments can use social media not only. for recruitment and also for employee engagement. It is considered as a prime source for companies to reach their HR goals. Enterprises can use social media channels to reach target audience with job postings and other company related information. Few organizations use social media to tell their organization's success story through photos, blog posts, Tumbler and Printer test pages. And, job seekers are using these social networks to find about the company. It's a good source to know what current and potential employees are saying about your company.

Social media offers countless benefits to HR professionals and lets them to keep up with the news, technology and trends. You can nurture relationships by sharing the industry knowledge. All these reasons have made it an ideal platform to engage employees, build relationships and bolster communications in the workspace. More companies will consider integrating applications with LinkedIn or Face book instead of developing corporate applications in the future.

(13) Bring your Own Technology (BYOT): -

Most companies love the innovation that can make their products work smarter, BYOT has become a new trend today, and companies started embracing it due to the level of convenience it brings to businesses. However, security is one of the top most concerns for businesses. Companies that develop the concept of BYOT should make sure that their policies include guidelines for protecting confidential data and ensure proper measures are put in place if their device is lost or stolen.

(14) Wearable Technology: -

Top companies like Google, Apple, and Microsoft have started introducing wearable technology in all the devices. These wearable devices can make your employees stay connected and improve time management. Infact, wearable technologies provide a wealth of opportunities for employee engagement including increased productivity, benefit incentives and security. Wearable devices not' only improve communication and also enhance operational efficiencies. And, some businesses are exploring new ways to turn wearable device into powerful tool. Any HR department that considers switching to wearable devices should get an idea about what type of information the devices. can track and how the compliance works.

(15) There will be a move from Quantity to Quality: -

We've been deluged with technological advances, and many Leaders and HR departments have embraced some, or if very innovative, many of them. Only to later find out (after spending money and resources) that some are a terrible match for their organizations sees much more selectivity in the year ahead. Instead of asking, "Is this amazing technology?", the question will become, "Is this technology a good match for us?"

(16) Real Time Talent Management Matters: -

Tools that allow continuous monitoring of performance are better for everyone. A formal employee reviews every six months is fast becoming obsolete. What is far more important is software that enables us to stay on top of things in real time. Problems are nipped in the bud and the good stuff like recognition, gratification and rewards are in place to offer more productive employee relationships that can be nurtured. No more playing catch-up. Real time monitoring gives HR and Leaders more power to do more good and weed out the people who are not a good.

ADVANTAGES OF TECHNOLOGY IN THE WORKPLACE: -

(1)   **Improves Communication: -**

Many businesses are using various business communication technologies to change the way their employees interact and communicate while at work. Employees can use various communication tools to interact or exchange information at work. For example, employees from different departments in a company can use text messaging services or video conferencing tools like Skype to share and exchange information. Virtual communication tools like Skype can be used to share screens and this can help workers to share projects while in different departments, the same application can be used to support group decision making. Also communication technologies can be used in the customer service department to serve customers on time.

(2)   **Encourages Innovation and Creativity:**

Workers can use different business technologies to create innovative business ideas which can be used in business growth and expansion. Many companies create technological challenges and reward employees who come up with creative ideas using technology. Employees can use internet technology to innovate ways of promoting a business online. Social enterprise networks like Yammer.com can be used by employees to socialize and interact with other creative employees from different organizations, this interaction will result into information exchange and it also encourages brain storming on various work related issues.

(3)   **Improves on Human Resource Management:**

Technology in the workplace can change the way human resource managers do their job. It improves on the process of screening, recruiting and hiring new employees. Many human resource managers are using internet to advertise job openings. Targeted candidates will be in position to apply for these positions online by submitting their resumes to the human resources manager. The all process saves time and it makes the human resource managers work caster technology can also be used to track performance and productivity of each employee at work. Once employees are aware that they are being monitored, their productivity will increase.

(4)   **Saves Time:**

Technology can be used to automatic various tasks at work this automation will guarantee efficiency and will also increase on production at work. The use of computers to accomplish specific tasks at work creates room of making corrections on instant and it also reduces on human errors. Using databases to capture and store information can facilitate quick decision making at work. Employees can easily access business information via one single database; this information can be edited and saved for later use. Use of internal networks at the workplace can help in sharing of gadgets like printers and scanners, so employees do not have to move to different departments to share technological tools.

(5)   **Creates Mobility:**

The use of internet and computers to work has eliminated space and time boundaries. Employees can work from anywhere at any time, this mobility makes employees stay in control of their jobs. Technological tools like virtual meeting applications save us time, we don't have to be in meetings physically yet information and data will be shared real-time.

(6)   **Work from home Scenario:**

Technology has led to work from home condition applicable and an absolute success. Through technological environment in HRM employees can opt for work from home and this benefit itself leads to various other benefits to employees and organizations.

(7)   **Work life balance:**

Talented employees are hard to find and thus it is very difficult for an organization to let go of the employees who need to resign to spare more time for family, thus these employees can be given an option to work from home so that they can give time to their family and also work for the organization at the comfort of their home.

(8)   **Enhanced employee engagement:**

Higher employee engagement is possible by using technology in HRM. The Web 2.0 platform keeps the employees engaged with the organization and its activities also the employee self service tool helps the employees maintain update their information and performance records which keeps the employees well engaged. The web 2.0 technologies has led to more interpersonal communication among the employees and building an informal environment under a formal environment under a formal structure where people feel more welcomed and satisfied psychologically. Retention and attraction and management of employees have been simplified by the technological tools.

DISADVANTAGES OF TECHNOLOGY IN THE WORKPLACE: -

(1) Causes Distraction at Work :

Their so many ways technology can distract employees at work. The use of social networks at work can cause so much distraction and it affects the productivity of employees. Some companies have decided to block access to specific websites like Facebook, Twitter and YouTube, because of the unlimited distraction they cause. Other business technologies which cause distraction at work include smart phones, computers and virtual meeting applications like Skype.

(2) High Maintenance Costs :

It is expensive to buy technology, but it is also costly to maintain it. Many small businesses cannot afford the cost of hiring a full time technical person, so they resort to monthly tech contractors who charge them for work done. If business technology tools like computers are not well maintained, their performance will decrease and the process of buying new computers or any other business technology can even be more expensive.

(3) Makes Employees Lazy :

Since most tasks are automated by technology, many employees become lazy at work, technology kills their creativity and skills. Simple tasks like calculating sales and tracking inventory are being done with computers, so you will find that employees do not put them brains at work, they can't solve high-end business problems because a computer or software will do it with no challenge.

(4) Affects workplace relationships :

Employees communicate via cell phones, text messages, email or virtual video conferencing tools. This type of communication technology eliminates face-to-face communication. Interpersonal communications are important in building workplace relationship because employees will get a change to know each other in person, sometimes they can even share non-work related information this type of interaction is killed by communication technology tools. Employees become more reserved and self-centered, they get buried into their work which can be of great harm to a business.

(5) Its Risky :

Though we like the advantages that come with technology at work, it also trends to be risky, especially when it comes to data security. All employees in important decision making positions will need access to private business information; this can pose as a threat, because it can be very difficult to monitor the usage and privacy of this information. Many employees come with flash drives at work, so they can transfer critical business information and use it for their own personal gains.

CONCLUSION :-

The introduction of technology to human resource management activities is usually driven by potential improvements such as in the speed and efficiency of processes, cast savings, enhanced customer satisfaction, increased accuracy of data, improved transparency and consistency of processes, increased availability of information and the facilitation of a change in the role of human resource managers. This will have a major positive impact on human resource management process by making them faster, well organized, cheaper, accurate, reliable, transparent and consistent. More importantly, it has the potential to reduce the administrative burden on the HR department so it is better able to focus on more meaningful. HR activities, such as providing managers with the expertise they need to make more effective HR related decisions. Research has indicated that companies who effectively use technology to manage their HR functions will have a significant advantage over those do not. All the functions from operational, relational and transformational have been simplified and automated by technology. HRM has also developed as a function after using the technology in various tasks as now it has more inclination towards strategic decision making rather than administrative functions. From application to separation technology has revolutionized the way HRM functions.

REFERENCE :-

Books :-

(1) Dowling, P.J. & Welch, D.E. (2004), "International Human Resource management", 4th Edition, Thomson, Australia.

(2) Gupta C.B. (2010), "Human Resource management", 1st Edition, Sultan Chand & Sons, New Delhi.

(3) Hicks O.J. (1993) : Management Information System, 3rd Edition, USA.

(4) Lucey t. (2005) : Management Information System, 9th Edition, London.

(5) Rao VSP (2005), "Human Resource Management Text & Cases", 2nd Edition, Excel Books, New Delhi.

(6) Singh, S.K. (2008) : HRD Climate : Interventions and Challenges, Human Resource Development : HRD-IR interface approach. Atlantic Publishers & Distributors, New Delhi.

Articles :-

(7) A. Sanayei and marzaei (2008), "Designing a model for evaluation the effectiveness of EHRM (case study of Iranian organizations", *"International Journal of information Science and technology"* Volume-6, Issue-2 (2008), PP: 121-126.

(8) B. Naga Parameswari, V. Yugandhar (2015) : "The Role of Human Resource management in Organization", *"International Journal of Engineering Technology, management and Applied Sciences"* , Volume-3, Issue-7, (July-2015), PP:58-63.

(9) Dr PG. Thirumangal, Suhasini L.M. (2020), "A Literature Review on Human Resource Management Practice in the Organization", *"Journal of Xian University of Architecture & Technology",* Volume-XII, Issue-III (2020), PP : 1136-1141.

(10) Dr Aisha Sheriffet (2011), "Role of Electronic Technology in Human Resource management", "APJRBM", Vol-2, Issue-2 (2011), PP : 168-177.

(11) Dr Jasti Katyayani, C. Rani (2017), "Technological Trends in Human Resource Management", *"International Journal of Scientific & Engineering Research"*, Volume-8, Issue-5 (May-2017), PP : 217-224.

(12) Dr S. Yuvaraj, Nadheya.R (2018), "A Study on the Role of Technology on Employee Behaviour and their performance", *"International Journal of Mechanical Engineering and Technology (IJMET)"*, Volume-9, Issue-7 (July, 2018), PP : 244-251., (https://iaeme.com/home/issue/IJMET?volume=9&issue=7)

(13) Elliott, R.H. and Tevavichulada. S (1999), "Computer Literacy and Human Resource Management : a public private sector comparison", *"Public Personnel Management"*, Volume-28, Issue-2 (1999), PP : 259-274.

(14) G.V. Chalam and L. Srinivas (2005), "Gender wise perception and attitudes on HRD climate in Indian Banking Sector", *"The Indian Journal of Commerce",* Volume-58, Issue-4, Oct-Dec-2005, PP : 62-71.

(15) Hendrickson, A.R. (2013), "Human Resource Information Systems : Backbone Technology of Contemporary Human Resources", *"Journal of Labour Research",* Volume-24, Issue-3 (2013), PP : 381-394.

(16) Kamal, Ashish Kumar (2013), "Impact of Technology Advancement on Human Resource Performances", *"International Journal on Arts, Management and Humanities",* Volume-2, Issue-2 (2013), PP – 43-47.

(17) Katherine (2009), "Engaging Group E-Learning in virtual World", *"Journal of Management Information System",* Volume-26, Issue-1 (2009), PP : 73-99.

(18) Lado, A.A., M.C. Wilson (1994), "Human Resource System and sustained competitive Advantage : A Competency – based perspective", *Academy of Management Review",* Volume-19, Issue-4 (1994), PP : 699-727.

(19) Maitin, T.P. (2003), "Dynamic Human Resource", *"The Indian Journal of Commerce",* Volume-56, Issue-283, April-September-2003, PP-85.

(20) Neeraj (2018), "Role of Digitalization in Human Resource Management", *"Journal of Emerging Technologies and Innovative Research"*, Volume-5, Issue-1 (January-2018), PP : 284-288.

(21) Punithavathi, Sugavaneswari (2016), "Electronic Human Resource Management : Challenges in the Digital Era", *"Pune Research World",* Volume-1, Issue-1 (October-2016), PP : 02-07.

(22) Sanchita C. Banerji (2013), "A study of issues and challenge of implementation of information technology in HRM", *Global journal of Management and Business Studies",* Volume-3, Issue-4 (2013), PP : 435-440.

(23) Saini R.R. (2010), "Human Resource Development in UCO Bank – A Case study of Chandigarh Region", *RMS Journal of Management and IT",* Volume-3 (June-2010), PP : 58-64.

(24) Tanwar Anjum (2017), "Human Resource Management in Digital Age", *"International Journal of Research",* Volume-4, Issue-7 (June-2017), PP:352-365

(25) Valeed A. Ansari & Mr. Wubshet Fola (2014), "Financial Soundness and performance of Life Insurance Companies in India", *"International Journal of Research (IJR)",* Volume-1, Issue-8 (September-2014).

Websites :

(26) https://financesonline.com/6-technological-trends-redefine-human-resource-management/

(27) https://www2.deloiHe.com/ie/en/pages/human-capital/articles/HR-technology-trends.html

(28) https://www.useoftechnology.com/technology-human-resource-management/

(29) https://www.insideiim.com/impact-of-technology-on-human-resource-management-and-what-lies-ahead

(30) https://edupediapublications.org/journals/index.php/IJR/

(31) https://www.readquik.com/articles/hrtech/hr-technology-treands-for-2017/

(32) www.humanresourceexcellence.com

(33) www.humanlinks.com/manners/articles.html

(34) www.humanresourcemagzines.com.au/companies/ITClearning.

(35) www.humanresourcesolution.com

(36) www.google.com