

## **Impact of Information Technology on Human Resource Management**

**Rashika Shukla**

Research Scholar

Amity Business School

Lucknow, Uttar Pradesh, India.

### **Abstract**

Smart organizations know the advantages of going beyond the established order. By modern HR practices and policies, they can move ahead and in moving ahead they can create a brighter future. The paper highlights impact of data technology in employment recruiting and management personnel. This paper looks at a number of the HR practices implemented by such organization which may accomplish a prosperous future through changes, advanced technology, creativity, and strategic thinking. Human resource mainly focuses on. In any organization, the main focus of Human resources is based on the strategic goals of the organization.

These strategies must be led to include an IT-related strategic plan for the organization: Working together for a far better future. During this paper, we explore innovations like these are supplemented with the knowledge technology to make a positive impact on HR. Globalization makes us understand how technology can contribute to the accomplishment of business plans within the frame of HRM so as to direct business towards quality and to succeed in the competitiveness within the market. Paper divulge that IT creates achieving the HR goals moderately.

### **Keywords**

Globalization, Information technology, Strategic plan, Human Resource Management (HRM), Performance Indicator, and Deployment.

### **1. Introduction**

HR experts should remember that employees are at the heart of every organization. If we create an excellent environment of workplace experience for them, they'll return you back 100 fold in feedback and productivity”, Craig Bryant Nowadays, many business intellectuals and entrepreneurs have admitted the facility of data technology (IT) tools for meeting the business goals.

It helps not only to fulfill the target of business but also to boost the process of work. HRM comprises of activities like recruiting, training, developing, and rewarding people within the workplace. HRM must aim at achieving competitiveness within the area of HR by delivering regular programs of education and training for the personal and professional growth of the workers of the organization. Information Technology may have a big smash on organizations that exist during a dynamic environment.

This may increase the efficiency as well as effectiveness of the Human Resources. Yet, innovation in HRM can display itself in a number of ways:

1. To find out the solutions quickly and flexibly during a negotiation.
2. To find out new schemes for products and services.
3. To find out the new markets.

The direction of the company on human resources starts to be altogether. One among the major job of strategic management and Human Resources play a vital role in all the decisions which are related to strategic plans. Managers of Human Resources invite more strategic positions of their department within the organization with the aim to urge to the essence of the matter the way to manage, to motivate and to extend the performance of the organization professionals must examine the opportunities for the economic, socio, political-legal, economic, and technological environment to revamp HRM processes and implementation that are essentials success factors to the organization's goal and objectives.

There is no underestimation of the importance and effect of HRM. Lately, human resource management and its requirement are getting the main target of every single employer in every organization. The company's orientation on human resources begins to be altogether. One among the key chore of strategic management and human resources play an essential role in all strategic decisions. Human resources managers require a more strategic position from their department within the organization so as to urge the guts of the matter, the way to manage, motivate, and increase the organization's performance. Importance of humans likely for the corporate increases proportionally to the speed of

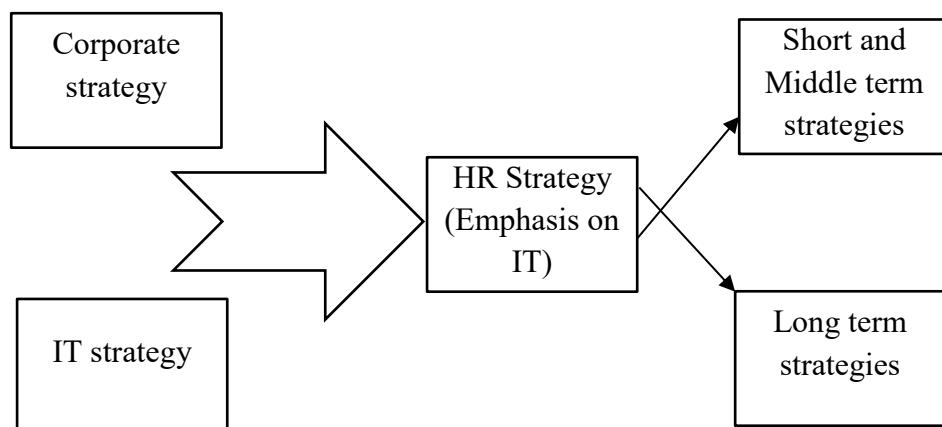
the changes that appear within the venture area because human capital constitutes a basic qualitative parameter of the fertility of every change. Subsequently, employment recruiting and management personnel should aim to realize the company's competitiveness within the area of human resources by giving regular programs related to education and training for the private development of employees.

## 2. Review of Literature

It has been scientifically proven that one of the pillars of support that can contribute HR Strategy (Emphasis on IT) Short and Middle term strategies to the completion, of personal policy is the use of IT technologies in human resources.

Information and communication technologies (ICT), a general term used for mobile communication, the internet, new media, and PCs, allow companies to improve their internal processes, key competencies, organizational structures, and relevant markets on a global scale. ICT is spreading in all sectors of the economy and has implications for almost all companies. (Helfen and Krüger, 2002)

Human resource processes must focus on strategic objectives. These strategies aim to prepare a strategic IT plan which, in turn, translates into an adequate strategic human resources plan in the IT field, as shown in Figure 1 (POWELL, 1997)



*Source: Faculty of Industrial Engineering, K.N.Toosi University of Technology, Tehran, Iran.  
2006, p.1190. (ARMSTRONG, 2002)*

**Figure 1: The Substructure of Information Technology Employment Recruiting and Management Personnel Plan**

IT plays a fundamental role in improving and integrating corporate and human resources (BONDAROUK, March 2009). The significance of using human resources tools - IT, the authors express the following: "In the statements, the weight of the growing need to Technological progress, human and cultural facts and challenges is a role that is important to you. However, technology is often looked over by management as an essential means of competition in the global market. For that technology, including application technology, providing the expected results, the most important problem in determining what the technology is like with respect to human organizational aspects, how to analyze and understand human factors guided by modules, shared courts, and HIP organizing, as well as the values of the individual, to know-how "culture". (Zakaria and Yusof, 2001)

Information systems in employment recruiting and management personnel (human resources) (Armstrong, 2002): IT strategy Long term strategies

- provide better services to line managers
- act as a policy that links a personal policy and personal operations throughout the organization and, therefore, to ease personal management in the business
- propose important data for a process drawn from the personal decision and allow the rapid acquisition and analysis of information for human resources
- reduction of the cost of carrying out personal actions.

The study entitled "Effects of HRM Practices on the Use of IT" (Lee, 2009) shows that technological rules for the human resources sector, such as employee participation, clearly affected jobs and formal training integrated. Oppositely, in a survey, companies that use IT features, only internal career opportunities have used IT tools. The function of human resources employed by IT for administrative processes, mainly payroll commitments, with little attention to the so-called practices of the transformation of human resources. (DeSanctis, 1986)

However, the results are present in the document (Bondarouk and Ruël, 2009) that “in 2006, as the CedarCrestone 2006 HCM Survey dies, companies expand and the scope of HRM applications: the area of HR management too while still the most popular app (62% of companies surveyed), companies have seen increasing use of strategic apps like talent acquisition services (61%), managing return (52%) or compensation management (49%) (LEE, 2009)”.

### **3. The Direction of the Research**

The primary aim of an empirical study conducted within multinational manufacturing companies with over five hundred employees is to spot the extent of use of IT RR tools. IT tools are often utilized in the sector of HRM. The exploration is compiled through forty questionnaires and consecutively through direct observation in companies and structured interviews with fifteen human resource managers. The incognito questionnaire and interviews focused on the subsequent fields:

- Use of IT tools in the area of human resources,
- Efficiency in the use of IT tools of human resources,
- Administrative support for the application of human resources information systems,
- Advantages and disadvantages of using IT human resources tools,
- Implementation of IT tools for human resources,
- Human resources IT tools with respect to the strategic objectives of human resources

### **4. Research Result**

98 percent of the respondents confirmed the use of IT tools in the field of Human Resources.

#### **1. Efficiency of using HR IT tools.**

- 66.7 percent of the total respondents confirmed the efficiency in their daily work on using HR IT tools, whereas only 33.3 percent agreed that these tools has helped them moderately.

2. Reaching Strategic Goals using the HR IT tools.
  - 50 percent of the respondents confirmed that HR IT tools helped them in reaching their objectives whereas very much supported by 22 percent and slightly supported by 25 percent with 3 percent saying these tools hasn't helped them at all.
3. Areas of HR where IT tools are used most.
  - All the respondents confirmed the best use of IT tools are made in the field of career management followed by 2<sup>nd</sup> most accessible area of using IT tools, is recruitment (85%) followed by Idea Management (70%), Training (66.7%), Communication (50%), Health & Safety (33.3%) and all the other area where respondents use HR IT tool falls under 20 percent.

## **5. The Employment Recruiting and Management Personnel Role in IT Human Resources Development**

Profession planning tool may be a generic, learning, knowledge-based system that helps top leaders to manage the private development and path career of employees. One of the foremost important online supports within Human Resources is to know the Human Resources Development Core Processes.

An incident from many companies points out that an agreement between employee and supervisor for an individual goal is an essential part of tool which should be directly connected to a business target. This is often also connected with the very fact that companies use the determination of individual goals for workers within the full home in order to succeed in the strategic goals of the corporate. The tool should also include the reporting, it means to provide information about the workers who required or needed training, report which includes the different ideas for further personal development of an employee. The above-mentioned reports helps human resource department to make their work much easier.

### **The Human Resource Role in Information Technology Recruiting**

Nowadays, managers realize that human capital has become the last competitive value and IT recruiting can broadly support efficient hiring alongside forming the workforce.

So as to draw in the simplest candidates, it's vital that both HR and computing departments cooperate together. The HR IT tools can support hiring and retaining high potential. It begins with launching the career website what's a really good promotional tool. The employer can present all required details or information associated with the job, careers, or personal development of every applicant there.

The career website should focus not only on potential employees, but the target group should also include scholars, graduates, or school. The cooperation with students can ransom the prices especially if the company needs specialists for future business needs. One big advantage which companies should use via career websites is to possess the opportunity to use for employment online.

Additionally, the company can present information about corporate culture or the environment. Further, it is often connected to the interior recruiting track system which may help HR generalist in communication with candidates to arrange the choice processes. The system should cover the entire application process, from position approval to candidate approach.

### **The Role of Human Resources in the IT Idea Management Tool**

To maintain a high-performance culture, the corporate must maintain continuous improvement of its core processes and activities. The tool that supports idea management processes should provide the number of improvement proposals submitted by employees. You'll also provide information on income and price savings by implementing improvement proposals.

The most important objective of online support within the management of ideas is to make a tool that gives all employees the chance to present their applicable and well-founded ideas, on the one hand, and on the opposite, the corporate becomes more competitive. The IT support mentioned above has the following advantages:

- save money
- avoid costs

A considerable advantage is that the immediate ability to make multiple reports and eventually see if the corporate meets the goal of a key performance indicator. One of the last advantages of the web IT system is that it helps to supply availability of improvement proposals at any time and, therefore, avoids the printed form. The above provides a summary of how technologies can assist RR processes. HR to realize corporate goals.

## **6. Discussion**

The survey confirms that companies are using Research Related (RR) tools. HR's must contain all parts of Research Related (RR) tools. HR contains all parts of Research Related (RR) tools.

Research shows the importance of using (Human Technology) HT-IT is increasingly important not only because it increases the productivity of human resources, but at an equivalent time increases the worth of the organization, including the foremost important resource: human capital. First, the implementation of RR tools. HR Requires analysis to supply insight into the advantages of using IT. Even during deployment, attention must be paid to protecting confidential employee data. If the tools are implemented at a better level, they will generate cost savings for the corporate, reduce process times, the standard of labor and, finally, the most crucial advantage is the contribution to the strategic development of the corporate. It's essential that the tools are easy to use for all employees, provide data and reports necessary for the work of the workers.

The subsequent point to stay in mind is that the implementation of human resources: IT tools can increase costs. Purchase of structures, that is, companies must realize it during the preparation of the budget. However, human resources IT tools must help all employees because an incorrect implementation can have negative consequences, e.g.

Employees can understand the utilization of tools as an inevitable evil that has no effect on them or corporate.

## **7. Conclusions**

Despite the fact, the questionnaire revealed that information technology moderately supports the achievement of human resources objectives, an accurate implementation plan of the human resources information system can significantly support the human resources strategy within the company to achieve key indicators.

## **8. References**

1. Armstrong, M and Baron, A. (2010), *Handbook of Strategic HRM and IT*.
2. Armstrong. (2002). *M. A Handbook of Human Resources Management Practise, 8th edition. (in Czech.) Praha: Grada, Iran.*
3. Beardwell, J. and Clark, I. (2007). *An Introduction to Human Resource Management*, In Beardwell J. and Claydon, T.
4. Bondarouk, T. (March 2009). H.J.M. Electronic Human Resource Management: Challenges in the Digital Era. *International Journal of Human Resource Management*, (p. 50p). Japan.  
*Development for Information Technology and E-Commerce in Iran.*  
IT Department, Faculty of Industrial Engineering, K.N.Toosi University ofTechnology, Tehran, Iran. 2006.
5. Helfen, M., Krüger, L. *Information Technology, New Organizational Concepts and Employee Participation - Will Unionism Survive?* 202p. 0- 7803-7824-0/02.
6. Hendry C. (1995), *Human Resource Management, A Strategic Approach Employment*, Oxford: Butterworth-Heinemann Amba-Rao, S.C. (1994). 'US HRM Principles
7. LEE, C. S. (2009). Effects of HRM Practices on it Usage. *Journal of Computer Information Systems*, (pp. 50-62).
8. Powell, T. C.-M. (1997). Information Technology as Competitive Advantage. "Information Technology as Competitive Advantage: The Role of Human Business, and Technology Resources," *Strategic Management Journal*, 23.

9. Sameni, M.K., Khoshalhan, F. *Analysis of Human Resource*
10. Zakaria, N., Yusof, S.A.M. *The Role of Human and Organizational Culture in the Context of Technological Change.* School of Information Studies, Syracuse University, Syracuse, USA. 2001. 0-7803-7260-3.