



Unpacking the Revolutionary Role of Technology in HR

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ABSTRACT

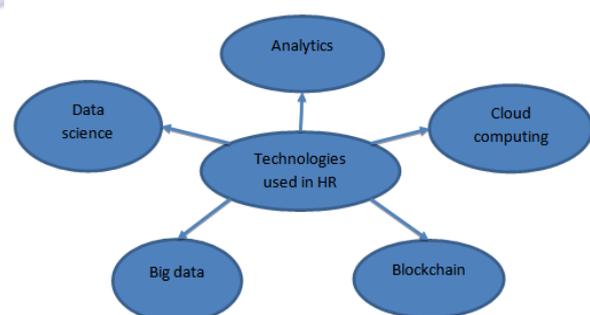
From a strategic management standpoint, a company's focus on human resources appears to be one of the most significant jobs, and HR, in turn, plays an important role in all strategic decisions. Human Resources managers all around the world are requesting a strategic position for their department inside the organization in order to get to the root of a problem: how to manage expectations, motivate, and improve the organization's performance. Because human capital is a core qualitative element of an organization, the value of human potential for a corporation grows proportionally with the speed with which changes occur in the commercial world.

Keywords:HR , IT in HR

I.INTRODUCTION

Human Resource IT technologies have significant organizational implications; they improve line manager services, serve as a pipeline connecting personal policies and processes across the organization, simplify people management, and provide critical data for strategic personal decision-making. HRM refers to the process of managing and utilizing an organization's workforce. It has a number of responsibilities, including enrolling and selecting appropriate candidates, providing opportunities for them to improve their KSA (Knowledge, Skills, and Abilities), evaluating their skills and determining appropriate pay packages, guiding in overall professional success, and releasing employees from the company. Operational, social, and transformative e-HRM are the three main types of e-HRM. Operational e-HRM is concerned with the HR

division's managerial elements, while social e-HRM is concerned with providing data to representatives and establishing virtual relationships among them so that they can be constantly connected, and transformational e-HRM is concerned with the key introduction of HR work. It connects HR with the business system in order to achieve the goals in a timely and efficient manner. It also allows for information oversight and exchange via virtual systems.



2. LITERATURE REVIEW

Traditional human resource (HR) management has been altered in so many ways by the arrival of technology that many authorities have advised that new terms be coined to better reflect the strategic relationship that has evolved between HR and organisational performance as a result. "Meeting the challenge of efficiently managing human resources requires new ideas and methodologies," Larson and Luthans (2006) write.

Importantly, there should be a separation between traditional human resource management and the newly emerging human capital management, both in terms of vision and actual practise.

Human resource management, according to Takeuchi et al., must embrace technological solutions to better accomplish its traditional responsibilities in order to become genuinely "strategic."

3. SIGNIFICANCE OF USING IT IN HUMAN RESOURCE MANAGEMENT

In today's world, various types of businesses use innovation in their HR administrations. Human resources and technology must work together. In today's world, businesses are compelled to go digital in almost every aspect of their operations. E-HR allows directors and representatives to access data at any time and from any location. Currently, an e-HR framework may include enterprise resource planning software (ERP), HR benefit centres, interactive voice responses, director and employee entryways, and online applications. We can evaluate data, make decisions, direct investigations, and interact with others using an advanced e-HR framework (without counselling the HR office).

3.1 HR Planning:

With the help of innovative databases, a wealth of information about employees can be recorded, which not only assists in identifying involved and open jobs, but also in deciding whether or not the individual is the best fit.

3.2 Management:

All basic information about employees, such as their name, address, email, phone number, capability, compensation benefits, experience, date of entry into organizations, and employment status (contract,

perpetual, full-time, low-maintenance, and so on), is stored in a database that can be retrieved at any time.

3.3 Hiring:

Because it connects employers and job seekers, the internet has ushered in the most significant change in the enrollment process in the preceding decade.

3.4 Professional and Organizational development:

E-learning is a forward-thinking strategy for enabling employees to stay up with a rapidly changing market. The e-learning system connects the evaluation process to the HR database.

4. FUTURE SCOPE& CONCLUSION

The goal of this article was to provide a detailed overview of role of information technology in Human resource. HR workers may use AI technology to allow programs to recognize trends in data and even make decisions based on the data supplied, increasing the HR team's productivity.

This also enhances employee happiness by reducing response times in the workplace when issues emerge.

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