

ROLE OF INFORMATION TECHNOLOGY IN HUMAN RESOURCE MANAGEMENT

Dr. Sherry

Assistant Professor

DPGITM, Gurugram (HR.)

Abstract: Internet has changed the way people connect, work and spare their leisure time. In today's world Information Technology is the most important factor for growth and development of both the human resource and organizations. It has helped the organizations in achieving their goals and objectives with the optimum utilization of time, efforts and money. It has helped the organizations to manage the relation with its customers, suppliers, dealers etc. This paper focuses on how IT plays a crucial role in managing and developing the human resource in organizations.

Keywords: Information, Human Resource, Organization, Development, Technology.

Introduction:

Using information technology human life can be improved and to solve problems of older systems for example, "Using Information Technology traffic problems, lack of time and information exchange will be high. Today every person, organization and community knowledge has more goals makes better use of information technology can be harsh and various economic areas, social, cultural and political world is more involved. According to the characteristics of information technology human resource development as the focus of major developments the organization has created so that the overall performance such organizations are depends on their use of information productivity is doomed. Meanwhile, the management of human resources due to the extensive role that the organization more than anything overwhelmed by information technology will be. therefore must investigate and understand the role of information technology of human resource management duties and also with the design and development of a dynamic system, underlying the identification, selection, hiring, learning and effective use of human resources the organization.. Organizations has realized the importance of human resource in organizations. Thus every organization is making efforts in managing and developing human resource in organization. Information Technology is a wider concept which includes internet, mobile communication etc. for rearranging the structure or renovating the structure and processes of organizations. It helps in broadening the geographical boundaries of market which helps the organizations in earning more profits and getting competitive edge over its competitors.

Objectives of the Study:

- (1) To understand the impact of IT on human resource function.
- (2) To find out disadvantages of IT for candidates.

Research Methodology:

The present study is based on secondary data which is collected with the help of journals, magazines, newspaper and seminars. The study is descriptive in nature.

ROLE Of IT in Human Resource Function:

Information Technology helps the organizations in managing their processes and function by bringing all the information at the right place and at the right time. It helps the management in taking crucial decision such as hiring the employees through searching the resumes through online portals, selecting the employees through online psychometric test and declaring the jobs through e. mails. It helps the management to save a lot of time as all the information is just a click away. Now recruiters are not dependent on journals, magazines or newspaper to announce their job openings. They are just required to put the job opening on internet and candidates throughout the world can see the ad and apply it in the comfort of their home.

Role of Information Technology in Training:

Nowadays trainer provides training to the employees through various audio visual aids and helps them learning the information in a faster way. Feedback of the training can also be assessed with the use of computers. The trainers will thus be able to understand and see the impact of their training within no time. Thus, the trainer can very well modify, upgrade or change the training programme according to the needs and requirements of the employees.

Role of Information Technology in Performance Management:

Nowadays management of the organization are making use of various software tools in order to assess the performance of employees. It has helped the management to set the standards and the same can be conveyed to the employees. It becomes easier on the part of manager to compare the actual with the standard performance. And accordingly provide them promotion or degradation etc. Thus, it makes the decision just and fair so that there will be no misunderstanding on the part of employees which ultimately is going to foster an environment of mutual trust, cooperation and loyalty.

Role of Information Technology in Human Resource Information System:

Human resource Information System is an integrated system in acquiring and storing the information's relation to employees data relating to their age, background, educational qualification, experience etc. All the information can be assessed by the manager which helps them in taken crucial decisions relating to recruitment, selection, training and performance evaluation.

Disadvantages of Information Technology for Perspective Candidates:

- (1) Incremental use of Information technology has led to the shrinkage of jobs in the markets as the organizations are more dependent on computers rather than on people.
- (2) If a candidate does not have a knowledge of computers the he/she cannot apply for the job despite of his/her knowledge.
- (3) It becomes very costly and difficult for the organization to manage and secure such a huge data. Thus, maintenance and security is a big issue for the management.

Conclusion:

Information Technology in any sort such as computers, internet etc has helped the organizations to arrange the information with reduced cost, efforts and money. It has helped the organizations in taking the most crucial decision relating to recruitment, selection, training and performance of employees within no time. With the use of integrated data system the management can build a strong system which takes care of maintaining and developing relations with its customers, suppliers, dealers etc. Thus in such a rapidly changing and ever increasing demands of customer, an organization has to depend upon information technology to get the desired result.

References:

- Ball K. S., (2001), The Use of Human Resource Information Systems: A Survey, Personnel Review, 30, 677-693.
- Barron M., Chhabra D., Hanscome R., Henson R. (2004), 'Exclusive Panel Discussion: Tips and Trends in HRIS', HR Focus, 81, 6-7.
- Broderick Renae F., Boudreau John W. (1991), Human Resource Management, Information Technology and the Competitive Edge, Center for Advanced Human Resource Studies (CAHRS), Working Paper Series, Cornell University ILR School.

- Burbach R., Royle T. (2010), Talent on Demand Talent Management in the German and Irish Subsidiaries of a US Multinational Corporation, *Personnel Review*, 39,414- 431.
- Chapman D. S., Webster J. (2003), The Use of Technologies in the Recruiting, Screening and Selection Processes for Job Candidates, *International Journal of Selection and Assessment*, 11, 113–120.
- DeCenzo David A. and Robbins Stephen P. (2006), *Fundamentals of Human Resource Management*, Wiley Paperback, August 14.
- Dery Kristine, Grant David, Wiblen Sharna (2006), *Human Resource Information Systems (Hris): Replacing or Enhancing HRM*, *Work and Organizational Studies*, The University of Sydney, NSW, Australia.
- Gardner S.D., Lepak D.P., Bartol K.M. (2003), Virtual HR: The Impact of Information Technology on the Human Resource Professional’, *Journal of Vocational Behavior*, 63, 159-179.
- Gopalia Aakash (2011), Effectiveness of Online Recruitment and Selection Process: A Case of Tesco, *Pacific Business Review International*, 1, 11-12.
- Handlogten Carolien C. (2009), *Implementation of E-recruitment: Enablers and Success Indicators from the Master thesis*, University of Twente.
- Hendrickson A. R. (2003), ‘Human Resource Information Systems: Backbone Technology of Contemporary Human Resources’, *Journal of Labor Research*, 24, 381-394.
- Lengnick-Hall Mark L., Moritz Steve (2003), ‘The Impact of e-HR on the Human Resource Management Function’, *Journal of Labor Research*, 24, 3, 365-379.
- Kapse Avinash S., Patil Vishal S., Patil Nikhil V. (2012), E- Recruitment, *International Journal of Engineering and Advanced Technology (IJEAT)*, 1, 4-10.
- Manzini A.O., Gridley J.D. (1986), *Integrating Human Resources and Strategic Business Planning*, American Management Association, New York.
- Orwin Tumuhirwe (2011), *Improving Human Resource Management services delivery through information technology: A Case Of Selected Organisations*, Makerere University.
- Othman R., Teh C. (2003), ‘On Developing The Informed Workplace: HRM Issues in Malaysia’, *Human Resource Management Review*, 13, 393-406.
- Raymond McLeod Jr, Gerardine Desanctis (1995), A Resource-Flow Model of the Human Resource Information System, *Journal of Information Technology Management*, 6,3.
- Rioux Sheila M. and Berntha Paul (1999), *Recruitment and Selection Practices Survey Report*, HR Benchmark Group, 2, Development Dimensions International, Washington.
- Walker Alfred J. (2001), *How the Web and Other Trends are Changing Human Resources*. McGraw-Hill, New York.