



# A Study On Employee Perception Of Modern Hr Technologies And Their Impact On Work Efficiency

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**Abstract:** This study looks at how new HR tools affect how employees feel their job satisfaction and how well they work. It checks how HR systems change how employees get work done, how productive they are and how engaged they feel. The study also finds out what problems employees face and what areas need improvement. Data was collected from 110 employees using a questionnaire. The data was analyzed using statistical tests. The results show that HR tools make work more efficient. They reduce the amount of work employees have to do. They also make employees more productive. Employee satisfaction is very important. It affects how useful employees find HR tools. However some employees find HR tools to use because they are complex. The study suggests that HR tools need to be improved. Employees need training and regular feedback to get the most, out of HR tools.

**Keywords:** HR Technologies, Employee Perception, Work Efficiency, Employee Satisfaction, Productivity

## I. INTRODUCTION

In the age we live in companies that are using new human resource technologies to get things done faster and make their work easier. They are using things like systems to track people who apply for jobs websites that use intelligence to help with hiring and online tests to see how well people can do certain tasks. These new ways of doing things have changed the way human resources used to work. They help people who work in resources do less busywork make fewer mistakes and hire people faster. For these new tools to really work employees need to know about them like them and use them. What employees think about these tools is very important for companies. So companies really need to understand what their employees think about these human resource technologies and how they affect the work that gets done. Human resource technologies are important. Companies need to make sure their employees, like using them.

## II. OBJECTIVES OF THE STUDY

- To examine the relationship between employee occupation and awareness of modern HR technologies.
- To analyze the relationship between the use of modern HR technologies and employee work efficiency.
- To evaluate the impact of challenges faced by employees on the perceived difficulty of using HR technologies.
- To assess the influence of employee satisfaction on the perceived usefulness of HR technologies.
- To identify the association between the need for improvement in HR technologies and specific areas requiring enhancement.

### III. SCOPE OF THE STUDY

The study is about understanding what employees think of HR technologies and how they affect work efficiency in the organization. It looks at things like job portals and applicant tracking systems. It also looks at AI-based interview tools and online assessment platforms. This research is about employees who work in recruitment and talent acquisition roles and use these HR technologies all the time. The study was done at CIEL Skills and Careers. So the results might not work for every organization. The study also wants to give ideas on how to make HR technology better and more efficient, for employees who use HR technologies.

### IV. REVIEW OF LITERATURE

(Basmantra and Wijaya 2025) The study shows that HR technologies like HRIS really help employees do their job better and make organizations work smoothly. Automation cuts down on the work people have to do by hand which means there are mistakes and things get done faster. Employees are also happier and more likely to stay with their company because their work is easier and more efficient with these technologies. The use of HRIS and automation makes a difference, in how well employees perform and how well the organization runs. It helps employees do their work and makes the organization more efficient.

(Abou Aroq and Adgaonkar 2025) This study shows that HR technologies help employees do their jobs better and make companies work smoothly. When employees get training, on how to use these technologies they can finish tasks more easily. Learning skills all the time also makes it easier for them to get work done and be more productive. The study also found that when companies combine HR practices with technology they get results. HR technologies are really important for companies to grow and work efficiently. Companies can achieve growth and efficiency by using HR technologies. The use of HR technologies supports growth and improved work efficiency.

### V. RESEARCH METHODOLOGY

This study is about looking at numbers to understand things. It uses a plan to look at information. The people who did the study got information from one hundred and ten employees of CIEL Skills and Careers by asking them questions in a way. They picked the employees in a way that was easy for them. Then they looked at the information they got to see if they could find any patterns or connections and to get some ideas about CIEL Skills and Careers. They used tools to help them look at the information, from CIEL Skills and Careers.

### VI. DATA ANALYSIS AND INTERPRETATION

Categories	Sub Categories	No. of Respondents	Percentage %
<b>Gender</b>	Male	53	48.2
	Female	57	51.8
<b>Age Group</b>	Below 20	8	7.3
	20-30	75	68.2
	31-40	22	20
	41-50	3	2.7
	Above 50	2	1.8
<b>Monthly Income</b>	Below 20,000	37	33.6
	20,000 – 30,000	37	33.6
	30,001 – 40,000	22	20
	40,001 – 60,000	10	9.1
	Above 60,000	4	3.6
<b>Occupation / Role</b>	Recruiter	34	30.9

	Talent Acquisition	20	18.2
	HR Executive	18	16.4
	Team Lead / Manager	16	14.5
	Others	22	20
<b>Total</b>	<b>All Categories</b>	<b>110</b>	<b>100</b>

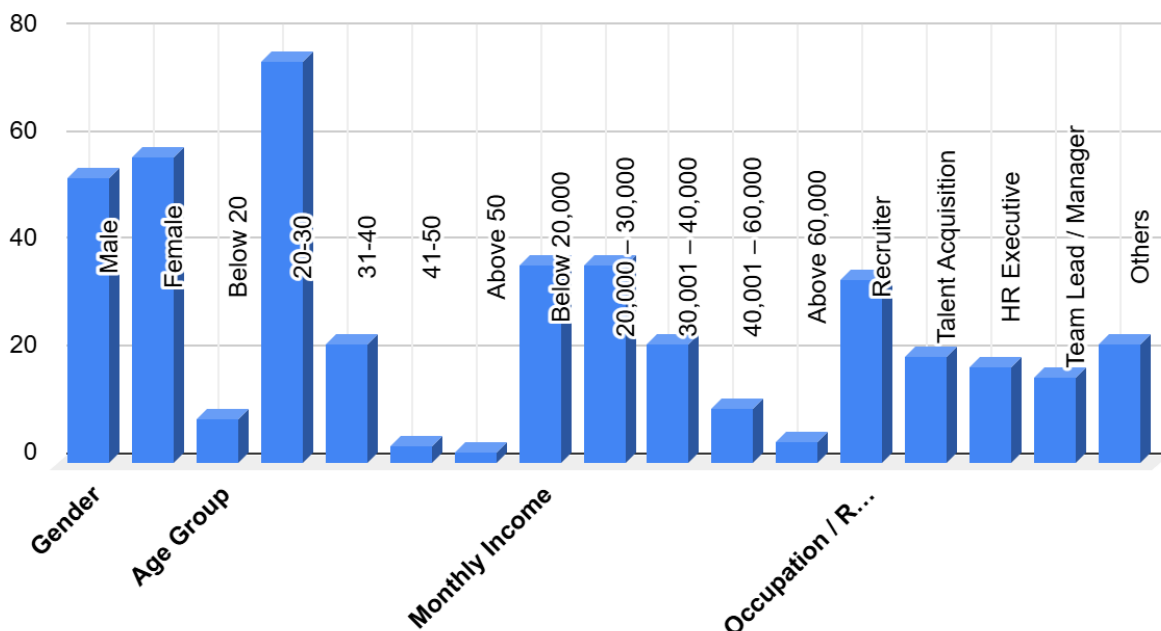
### FINDINGS

The information we have says that there are as many women as men who answered the questions. Most of the people who took part in this are between 20 and 30 years old which means there are a lot of professionals. A lot of these people earn than ₹30,000 which means they are just starting out or are in the middle of their careers. The recruiters are the group of people who answered and then there are other people who work in human resources, like the recruiters. The Other human resources people make up a big part of the data.

### INFERENCE

The results show that the study is mostly about people who are just starting their careers in the Human Resources field. We have a mix of men and women taking part so we can get a fair idea from both the men and the women. The money these people earn shows that they're mostly in jobs that are not very high up like junior or mid-level positions. Since a lot of these people work in recruitment the results are more useful, for people who do hiring and work in Human Resources operations.

No. Of Resondents



**VII. STATISTICAL TOOLS**

**7.1 SPEARMAN CORRELATION ANALYSIS : HR Technologies and Work Efficiency**

**H0 (Null Hypothesis):** No significant relationship between HR technology usage and work efficiency

**H1 (Alternative Hypothesis):** Significant relationship exists between HR technology usage and work efficiency

			Helps me complete tasks faster.	Reduces my manual workload.	Improves overall productivity.
Spearman's rho	"HR technologies help me complete tasks faster."	Correlation Coefficient	1	0.813	0.703
		Sig. (2-tailed)	.	.000	.000
		N	110	110	110
	"HR tools reduce my manual workload."	Correlation Coefficient	0.813	1	0.736
		Sig. (2-tailed)	.000	.	.000
		N	110	110	110
	"HR technologies improve overall productivity."	Correlation Coefficient	0.703	0.736	1
		Sig. (2-tailed)	.000	.000	.
		N	110	110	110
** Correlation is significant at the 0.01 level (2-tailed).					

**FINDINGS**

The results show that modern HR technologies make a difference in how well employees do their jobs. Employees who use HR technologies can finish tasks quickly they have less work to do by hand and they are able to get more done which shows that HR technologies are really good at helping employees do better overall. HR technologies are very important because they help employees work smarter and get things done faster which is why HR technologies are so good, at improving the way employees work. HR technologies make it easier for employees to do their jobs. This is why HR technologies are so useful.

**INFERENCE**

The Spearman correlation analysis shows that HR technologies and employee work efficiency are closely linked. We found a connection between these two things with a correlation of 0.813 and 0.703. This is important because the significance value is very small at  $p = 0.000$ , which's less than 0.05. This means that HR technologies and employee work efficiency really do have a relationship. So we can say that HR technologies and employee work efficiency are connected in a way that's statistically significant. Therefore we can reject the idea that there is no relationship, between HR technologies and employee work efficiency.

## 7.2 MANN-WHITNEY U TEST : Satisfaction and Perceived Usefulness of HR Technologies

**H0 (Null Hypothesis):** There is no significant difference in employee perception based on satisfaction

**H1 (Alternative Hypothesis):** There is a significant difference in employee perception based on satisfaction

	Are you satisfied with the HR technologies used in your organization?	N	Mean Rank	Sum of Ranks
[HR technologies are useful in my job.]	Yes	95	60.05	5704.5
	No	15	26.7	400.5
	Total	110		

	HR technologies are useful in my job.
Mann-Whitney U	280.5
Wilcoxon W	400.5
Z	-3.925
Asymp. Sig. (2-tailed)	0
a Grouping Variable: Are you satisfied with the HR technologies used in your organization?	

### FINDINGS

The study shows that employees who like HR technologies think they are more helpful for their job. They find these tools helpful. Employees who are not happy with HR technologies do not see them as helpful. Satisfaction is very important for employees to have a view of HR technologies. It really matters if employees are happy, with HR tools. Employees like HR technologies when they find them useful.

### INFERENCE

The Mann-Whitney U test shows a significance value of 0.000 which's less than 0.05. This means that the Mann-Whitney U test really does show something. The Mann-Whitney U test tells us that there is a difference in what employees think about HR technologies. This difference is based on how satisfied the employees are, with HR technologies. So the Mann-Whitney U test is saying that the difference is real. We can say that the null hypothesis is not true because of what the Mann-Whitney U test shows.

## VIII. SUMMARY OF FINDINGS

- The findings show that male respondents constitute 48.2% and female respondents 51.8%, indicating a nearly equal gender distribution.
- The majority of respondents (68.2%) belong to the 20–30 age group, showing that most participants are young professionals.
- Respondents are distributed across various income groups, with the highest share (33.6% each) in the below ₹20,000 and ₹20,000–₹30,000 categories.
- Participants belong to different HR roles, with recruiters (30.9%) forming the largest group, followed by talent acquisition and other roles.
- There is a strong positive relationship between HR technologies and work efficiency, as they help employees complete tasks faster, reduce manual workload, and improve productivity.
- The correlation results are statistically significant ( $p = 0.000$ ), confirming that HR technologies have a meaningful impact on employee efficiency.
- Employees who are satisfied with HR technologies have higher perception of usefulness compared to those who are not satisfied.
- The Mann–Whitney U test shows a significant difference in perception based on satisfaction levels, indicating that satisfaction influences how useful employees find HR technologies.

## IX. SUGGESTIONS

Organizations need to make their Human Resources systems better. They should work on things like keeping track of job candidates and stopping people from applying for jobs that're not a good fit. When employees get the training and help with technology they feel more sure of themselves and it is easier for them to use the system. Human Resources systems can be really complicated and have problems so organizations should fix these issues to make the system more enjoyable for people to use. Organizations should always ask for feedback. Keep an eye on how the Human Resources system is working so they can make good changes to it.

## X. CONCLUSION

The study finds that new HR tools really help get work done faster. They cut down on things people have to do by hand and make employees more productive. How happy employees are with these tools is super important. However some problems like systems and tech troubles get in the way. To make these tools work well companies need to keep making them better and help employees use them. HR technologies are really useful for making companies work overall. Employee satisfaction, with HR technologies is crucial. HR technologies improve work efficiency. HR technologies enhance productivity.

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