"A Study on Technological Implication on Human Resource Practices in Private Organization"

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Abstract:

Information Technology has changed the business world many times over. In the Information Age, the advent of computers and the technology has increased the 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 management, where technology continues to have a significant impact on HR practices. Information technology makes it possible for human resources professionals to train new staff members in organisation a more efficient manner as well. The ability to access company information and training programs from remote locations eliminates the need for trainers to work directly and indirectly with new hires on all training. Some interaction will always be necessary on some level; training in virtual classrooms makes it possible for the HR professionals to train a large number of employees quickly and to assess their progress through computerized testing programs. Professionals can use computer technology to assess employee performance and also to get employee feedback to be used for the betterment of the organization. Various software programs make it possible for human resources professionals to examine employee performance.

Key words: *Information technology, human resource management, training programs, E –learning.*

Introduction

Information Technology (IT) has proved to be a catalyst to fundamental changes in the world's economy and society by creating more avenues to earn income, which allows to access to useful information, enhances the worlds of work and makes the world a global village. The IT industry spans broadcaste, electronics and print media, computers, human resources management, telecommunications and e-commerce activities. Opined that the recognition of the pivotal role of Information Technology (IT) for development became eminent in Nigeria with the formulation and approval of the National Information Technology (IT) Policy in March, 2001. The formulation of the IT policy was a consultative process that brought together major IT stakeholders such as Computer Association of Nigeria (COAN) now known as Computer society of Nigeria, National Information Technology Professional Associations (NITDA), and Association of Licensed Telecommunication Companies in Nigeria (ALTCON) as well as all Nigerians in the Diaspora. While Broderick and Boudreau (2001) provide that IT policy has very clear-cut policy goals on the development of the national information backbone to engender seamless inter.

Therefore, in order to keep pace with the constantly change in information technology must be consistently sought out. Technology has enabled organizations to connect to the internet to interact with other professionals in organizations in their industry. It has helped many human resource management and professionals in gathering information that they need to remain informed to demonstrate the desired characteristics and ability. These facts also suggest that technology has not only enabled human resource professionals to access and distribute information but also has influenced their expectations. Therefore, in order to keep pace with the constantly also has influenced their expectations of information and knowledge.

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supporting applications for recruitment and selection, flexible benefits, development, e-learning and so on. Human Resource Management thereby contributing to the availability System. Human Resource processes in the organizations are currently focusing on technology oriented processes, reason being, it will help to streamline the processes and henceforth reduce the paperwork. Other reasons include the reduction of the Compliance and Administrative costs and therefore increase the accessibility of data and information to the employees and managers. The technological orientation helps HR to create more impact by playing a crucial role in the business world. Human resources of a company is saying to be one of the important capital is playing such an important role in the operation of an organization. Pfeiffer (1994) argued that human capital has long been held to be a critical resource in most firms. Companies are now trying to add value with their human resources management and human resource (HR) department has been set up in order to manage their human capital, whereas organization in last decade, managed their human capital trough personnel department which is only a small division of the company. The process of managing the human capital is called human resource management (HRM).

In the current competitive globalized marketplace, technological innovation is very critical to the organization success and sustainability. Whereas effective management of an organization's human resources has also become a critical issue for ensuring sustained technological innovation ability. The human recourses management literature emphasizes the importance of people in enhancing industrial firms' performance and creating a competitive advantage. High quality human resources enable organizations to compete on the basis of market responsiveness, quality of product and services, differentiated products, and technological innovation, companies are now trying to add value with their human resources management. However, a 'bundle' of HR practices need to be combined together to have more influence to an innovative environment.

The use of HRIS can provide a number of benefits to the HR function, line managers, and the wider organization. On one level, the use of technology has been shown to lead to faster, more accurate and more efficient processes, and reduced HR costs. Technology can also be used to provide HR information and to enable managers and employees to perform simple HR tasks themselves. On another level, the use of HRIS to reduce the administrative and transactional burden on the HR function can lead to a change in the structure of HR and allow the function to play a more strategic role in the organization. The reasons behind an organization's introduction of an HRIS may vary considerably from the need to facilitate efficient processes or cut costs, to improve communication and customer service, or the desire to create a shift in the role of the HR function from one that is mainly.

The Hr Role in IT Human Resources Development

Human resource is Career planning tool is a generic, learning, knowledge-based system that helps top leaders to manage the personal development and path career of employees. One of the most important online supports within Human Resources is tracking the Human Resources Development Core Processes. The tool should provide all necessary information about individual succession planning of employee, next development measures or evaluation of overall performance and review of the potential. Experience from many companies points out that the essential part of the tool is agreement of individual goals between employee and supervisor which should be directly connected to a business target. This is also

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connected with the fact that companies use determination of individual goals for employees in the full range in order to reach strategic goals of the company. One big advantage of the tool is that entered data are stored in database which provides attainability and visibility of the history anytime and simultaneously online system can provide a considerable cost saving. The tool should also include the reporting, it means provide information about needed trainings for employees, report about ideas for further employee's personal development.

- The HR IT tools can support hiring and retaining a high potential.

- It begins with launching the career website what is a very good promotional tool. Employer can present all necessary information related to job, careers or personal development of each applicants there. The career website should focus not only on potential employees, but target group should also include the students, graduates or school pupils in order to have a possibility to "raise" new employees for the future.

Techniques for Improving Human Resource Management in the Enterprise

Today, it is assumed that the main asset of any organization lies in people, Quality, productivity, profitability, customer satisfaction and the image of a company depends largely on training, coordination and motivation of its staff. For a company to function properly   it requires that the persons composing know, willing and able to work properly.

1. Leadership

Leadership can be defined as the ability of an individual to develop the potential of a team in pursuit of a common interest. There are different leadership styles (authoritarian, participatory, consultative, ...). Each style may be appropriate to the context and characteristics of employees. The source of leadership may be the charisma, the hierarchical power, the power of knowledge or behavior.

2. Mentoring

The mentoring (mentoring) is a process by which a person (mentor) teaches, advises, and guides to another (the mentee) in their personal and professional development. It is the traditional "sponsorship" that currently is used primarily in high positions in organizations. Mentoring should not be improvised requires setting goals, planning and monitoring of results.

3. Education Climate Assessment

Diagnostic technique allows for an objective assessment of the degree of satisfaction of people in an organization; understand their needs and expectations at work and their perception of existing problems. The evaluation should be completely anonymous and the results published at all levels. The assessment should be followed by an improvement plan aimed at resolving conflicts and problems have been detected.

4. Competence Management / Knowledge Management and Performance Evaluation

This methodology allows reconciling the interests of the company with the interests of each individual. While comparing the knowledge and skills required by the organization to those who reside in people. we define competence as the ability or quality which makes a person is able to play a role.

5. Incentive Systems

An incentive system is to facilitate the reconciliation of the interests of each person with the interests of the company. Incentives should be established objectively, based on agreed targets and indicators. The incentive system should be transparent, clear and concise. Incentives must be aligned with individual goals, but also with collective goals, so as to encourage teamwork versus individualistic attitudes.

6. Analytical and Problem Solving and Teamwork

The competitiveness of an organization depends largely on his ability to turn problems into opportunities. To deploy this policy, we must educate the staff, encourage, lead it, promote internal communication ... but also implement techniques for analyzing problems, identifying causes, possible solutions and implementing them in the most efficient.

7. Meetings Management

At the end of many meetings, participants have the feeling of having wasted time and no concrete objectives or actions without analyzing deeply enough problems without creating the required commitment to address changes.

The efficient management of meetings requires a protocol establishing practical rules of conduct in all three phases of the meeting:

- Preparation (collection of information, convening the meeting,
- Implementation Meeting (time management, agenda management, formalization of the record.
- Monitoring of the agreements of the meeting

Objective of the Study

- To propose new technologies to improve human resource management system.
- To find out the various methods and techniques which helps to HR practices
- To develop a conceptual model of HR practices in management system.

Scope of the Study

Today Human Resource Management has come up more as technology oriented profession. The current studies done in this field shows that those organizations which can successfully implement and accept the HR technology tools and techniques can definitely surpass the other organizations, in terms of their efficiency, brand name and reputations which are not using these IT enabled recent techniques. This leads to not only the transformation of the HR Practices but also increase the speed, efficiency and accuracy of the functions across the organizations. This transformation of HR service delivery can be named as "e-HR,"

Literature Review

According to Ruel et al, (2008) the term e-HRM was first used in the late 1990's when e-commerce was sweeping the business world. E-HRM is internal application of e-business techniques to add value to the management through more effective and efficient information flow and is a way of doing HRM. As information technology improves, organizations especially organization could manage an increasing number of HRM processes in an effective manner contributing to the availability of information and knowledge. This in turn has help HRM professionals to play a strategic role in attaining improved competitive advantage. This interaction and intersection between IT and HRM leads to the emergence of HRMS

a term used to describe the systems and processes at the intersection between human resources.

According to Zheng and Morrison, 2009), even though the level of formality of HR practices at these firms is low Kotey and Slade, 2007 Using data from micro, small, and medium firms in Australia leads to the fact that human resource practices increase with increasing firm size According to While Wachira (2010) conclude that HRM in Africa should be concerned with application of internet and web based systems and increasing mobile technologies to change the nature of interactions among HR staff, line managers and employees. However, the introduction of information technology to human resource management activities is usually driven by potential improvements such as in the speed and efficiency of processes, cost 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.

 According to Zaini, Niufar and Syed (2009) found four HRD practices i.e. training and development, team work, HR planning and performance appraisal have positive and significant influence on business performance

Methodology

This study aimed to identify the best Human Resource Development Practices used by organizations against fast technological change

1) To understand the impacts of technological change on human resource development practices.

2) To know nature of the resistance to technological change experienced by the organizations

Findings

Our findings of this paper is that technological implication has to be a profound effect on the organizational innovation, firms should strive to continuously provide proper and extensive information to improve the knowledge and to create new innovation in human resource management.

Suggestions

This study helps to suggest the improvement in the information technology which helps in the development of an organization and development of employees in their carrier. Today world stands on the top in the information technology development of human resource.

The information technology (IT) selecting best suitable HR development practice to cope with the technological changes is very much critical as per the above study which defines the success or failure of any organization. This study can further be enhanced by including the more organizations in the sample throughout the country to generalize the results, further in order to check the validity of the results it can be checked in different other industries. Secondly same study can be conducted in other sectors of the economy in which Banking, Oil & gas and engineering are the most important in the current

Conclusions

Development of information technologies has led to changes in human resource management by enterprises, as well as in the areas of collecting, gathering and using data in the decision-making process. What is more, technology brought

about changes in the nature of jobs (e.g. online jobs) and relationships between individuals and organizations (e.g. video recruiting). IT-based HRM becomes a common practice, in particular in recruitment and selection, development and training, employee assessment, motivation, talent management, personnel service processes. These points to their more and more common application and to emergence of a number of new tools used by enterprises, which have been presented above. In the international companies have most often used administrative applications; talent management, service delivery and workforce management apps are used less frequently. The currently observed trend has been to combine individual HRM processes into a single Human Resource Management System, and 88% of organizations will look at software-as-a service as a replacement for their existing.

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