

Smart Technologies used by Human Resource Department

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ABSTRACT

Technology has changed the way HR department's deals with employees, store files and analyze employee performance. Technology makes it easier to gather and break down data on employees to get a correct. Software programs also help in doing much of the work in evaluating employees. Although technology saves our time yet there's a risk of relying too much on it. Information communicated through email may be better off delivered to the group face to face. Information technology helps in Human Resources Development by developing human capabilities and quality on a continuous basis. Technology has an influence on all the sector of human resources management in terms of planning, managing, recruiting, training, developing and maintaining functions. Information technology is also necessary for human resources development in the society and organization and it determines development principle of human resources according to the requirement of employees and society. Information technology helps in Human Resources Development by developing human capabilities and quality on a continuous basis. William Burroughs rightly said the purpose of technology is not to confuse the brain but to serve the body. Technology makes the work easy at the same time it can also be manipulated.

This research paper aims to identify the need of technology in Human Resource Department

Keywords: Technology, HR Data, Human Resource Development

INTRODUCTION

Technology has become important in many aspects of human life. Life without technology is unimaginable, as it has a huge contribution in our day to day life. Along with our daily routine, technology have proven to be an important element in our business work as well, be it ATM machines, booking cabs, making attendance through biometrics, storing huge files and data technology has made life easy. One of the reasons for continuous development taking place in recent decades is due to the updating technologies that are introduced. Regularly evolving technology has become an important part of our lives. Introducing HR technology in an organization helps the HR department to gather, collect, and deliver information, as well as communicate with employees more easily and efficiently.

OBJECTIVES OF THE STUDY

1. The primary goal of this study is to study the need of technology in labour force management.
2. The secondary objective is to study is to know human intervention in manipulation of HR data.

LIMITATIONS

This is a conceptual study. It is supported more by fact statement than numerical data. It is fundamental in nature. There is no limitation on the research area and at the same time it has considered each gender equal for the purpose of research.

HYPOTHESIS

Smart Technology has embarked the success in management of Human Resource department.

METHODOLOGY

This study is based on secondary data's, thus the focus is to know how technology plays an important role in the department of Human Resources and how is authenticate when it comes to maintaining the employee data, along with is its advantages and disadvantages. The information has been collected from books, journals, magazines, newspaper and websites.

STATEMENT AND SIGNIFICANCE

The main function of the Human Resource department is to recruit and retain employees in the organization. It becomes very challenging as they need to make a very speedy hire and find the appropriate selection. In addition to it when it comes to recruitment of the staff working in malls it has multiple posts that are created every month. Many a times HR Professionals are stuck with closing same post for couple of month when candidates with required qualifications, skills, pay scale are not found. Once the recruitment is done the candidate needs to fit in the organization culture and retain himself to work in the favor of the organization. This same process is carried on while hiring all the different level of management. In order to do the same is it very important to have enough resources and work on the job openings of different levels of employees. On the other hand maintaining data of the resumes received, candidates selected or rejected with precise reason, exit interviews of the employees, joining documents, salary sheets etc all these needs to be maintained by the HR Department.

Technology plays a vital role when it comes to hire people and store their huge data. Human resources information systems (HRIS) can be defined as integrated systems used to gather, store, and analyze information regarding an organization's human resources. Use of this technology, helps HR in maintain administration, record keeping, and provide management with HR related information when required.

EVALUATION & ANALYSIS

Technology continuously keeps on reshaping our workplaces in many ways, through use of various technological tools like internet and email for communications, word processing, excel sheets and presentations for office productivity, electronic databases for record keeping, robots and artificial intelligence for automation. Almost all businesses have switched to electronic databases, rather than paper files, to store and access their records, and this has become an essential and everyday part of our work environment. Human Resource Departments use specialized tools for recruiting, performance tracking, and worker retention. Many data-driven systems are introduced which allow HR staff to work efficiently by depending on them for recruiting storing huge data. HRMS (Human Resource Management System) or HRIS (Human Resource Information System) are more data-driven solutions that are used by Human resource departments to store a lot of information to input and track. Payroll processing is an a difficult and tiring task which can be made easy by investing and installing an online payroll service. This software automatically calculates and tracks paychecks, deductions, paid time off, etc.

A lot of manual hours used to be spent in recording and maintaining the information about the employee. This is where technology came into picture and is solving major pain area of HR managers. Not only recruitment, data storing, payroll work but Tasks such as Attendance recording and employee engagement is also carried out smoothly with the help of various HR software's. Because of technology it is become easy for HR managers to focus their efforts on more critical areas like retention, training, and succession planning of employees of different levels of management.

CONCLUSION

Human Resource department is was always viewed as a paper-intensive, non-innovative area, where salary decisions are made, people get hired or fired and where team building sessions are organized. But behind the scenes, it is because of incorporating technology that the corporate industries are changing at a rapid pace. Technologies have started replacing people, this does not mean that there is no job security yet the fear of automation and humanoid robots have a negative impact in the minds of people. No doubt zillions of people will start losing their jobs due to frequent updating of advance technology but on the other hand many job openings will be created because of these new technologies. People need to update themselves as per the latest technology introduced in order to survive in this money making world. Technology can be boon or curse depending on how it is used. Technology is not at all harmful to human beings unless and until it is used properly. But, misuses of technology can be equally harmful and deadly. Evolution of HR due to technology have therefore proved to be fruitful in current scenario of digital world.

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