



Impact of Technology Advancement on Human Resource Performance

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ABSTRACT: Computers have simplified the task of analyzing vast amounts of data, and they can be invaluable aids in HR management, from payroll processing to record retention. With computer hardware, software, and databases, organizations can keep records and information better, as well as retrieve them with greater ease.

Information Technology (IT) as a structural factor and instrument transforms architect of organizations, business processes and communication and is increasingly integrated into Human Resource Management. While IT has impacts on HR at the same time managers, employees, customers and suppliers increase their expectancies for HR functions. The importance of knowledge and human capital make extra supression on HR functions and new competencies for HR professionals are expected. With the arrival of information technology, human resource management practices are changed. The present paper introduces a number of observations on the applications of information technology (IT) in the field of human resource management (HRM) in general. The human resource management necessary to meet the new conditions and find So that the capacity utilization of information technology can provide, Human resources will improve performance. In this paper is a brief history of both information technology and human resource management provides And the impact and consequences of information technology on human resource management functions explain. The conditions and opportunities in human resource management provides IT application, has been studied.

KEYWORDS: Information Technology, Human Resources Management, Organization Structure, human resource management functions.

I. INTRODUCTION

According to Valverde *et al.* (2006), HR function is “all managerial action carried out at any level regarding the organization of work and the entry, development and exit of people in the organization so that their competencies are used at their best in order to achieve corporate objectives”. It includes the actors as well as their relevant responsibilities and tasks.

HR managers are facing many challenges in present business scenario like Globalization workforce diversity, technological advances and changes in political and legal environment change in information technology. All these challenges increase the pressure on HR managers to attract, retain and nurture talented employee.

Management Framework	
<p>BEING ACCOUNTABLE</p> <ul style="list-style-type: none"> • Answering to the Legislative Council • Keeping the Community Informed • Providing Access to Information <p>LIVING WITHIN OUR MEANS</p> <ul style="list-style-type: none"> • Applying Fiscal Guidelines • Assessing Community Needs • Planning • Resource Allocation • Reviewing Performance 	<p>MANAGING FOR PERFORMANCE</p> <ul style="list-style-type: none"> • Refining Performance Measures • Managing by Programme • Improving Efficiency • Managing Public Finances • Managing Human Resources • Managing Support Services • Developing Departmental Plans • Reviewing Progress <p>DEVELOPING OUR CULTURE OF SERVICE</p> <ul style="list-style-type: none"> • Making Performance Pledges • Using Feedback to Improve Services • Securing Staff Commitment

Fig. 1. HRM Policies.

HR professional can't ignore these challenges rather they ought to be line to design and execute innovative mechanisms of developing skills and competencies of human resources to prepare them to accept the emerging challenges.

A. Challenges of HRM in Modern Management

Technological advances is a challenging task of adapting workplace to rapid technological changes which influence the nature of work and generate obsolescence. Advanced technology has tended to reduce the number of jobs that require little skill and to increase the number of jobs that require considerable skill, a shift we refer to as moving from touch labor to knowledge work. There is new working technology. In this situation organizations have to change it technology. New technology creates unemployment and in other hand, there comes scarcity of skilled manpower. Like this, technological change brings difficulties and challenges in organization.

- Globalization
- Workforce Diversity
- Changes in political and legal environment
- Changes in the Economic Environment
- Mobility of Professional Personnel
- Revolution in Information Technology.
- Technological advances

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B. Challenges of Information technology on HR Function

- New skills required
- Downsizing
- Collaborative work
- Telecommuting :
- Internet and intranet revolution
- Business environmental change
- Development of technology
- Service improvement

C. What is an HRIS?

After reviewing the many definitions of an HRIS, Kavanagh et al. (1990) defined it as a system used to acquire , store, manipulate, analyze, retrieve and distribute information regarding an organization's human resources. AN HRIS is not simply computer hardware and associated HR related software. Although an HRIS includes hardware and software software, it also includes people, forms policies and procedures and data. The purpose of HRIS is to provide services in the form of accurate and timely information to the clints of the system. As there are a variety of potential users of HR information, it may be used for strategic, tactical and operational decision making. i.e. To plan for needed employees in merger); to avoid litigation (e.g. to discrimination proble in hiring); to evaluate programs, policies or practices (e.g., to evaluate the effectiveness of a training program and/or to support daily operations (e.g. to help managers to monitor time and attendance of their employees).

II. LITERATURE REVIEW

In this paper, the main focus on how modern technology is helping in ensuring effectiveness of HR functions. Human Resource Information System (HRIS) is an opportunity for organizations to make the HR department administratively and strategically participative in operating the organization. The main objective is to understand the extent to which HRIS is being used in increasing the administrative and strategic functions of the HR department. For this purpose, we have conducted a survey of 18 HR Managers from various private corporations operating in Lahore, Pakistan. The results show that HRIS is positively used as a tool to achieve greater administrative efficiency by adding value in the department. However, all of its benefits are difficult o quantify. HRIS utility as a strategic tool is still not been fully recognized, and this is preventing the system to be used to its fullest potential. Suggestions and recommendations are provided. Usman Sadiq, Ahmad Fareed Khan, Khurram Ikhlaiq (2012).

Strength of a nation is now measured based on the level of technology it possesses and with the "technovation" (technology and innovation) is the key for growth of the organization. It is the single most important factor that drives organization. Organizations are likely to sustain that are able to identify consumer preferences, predict market trends, innovate new products and produce world class product and services.

In this scenario, there is a need to clearly identify new technology, modern manufacturing processes, ensure quality in production and improve skills of the employees so that they are able to adapt to new environment. By doing so organizations are expected to improve upon their knowledge management function. It is therefore essential to understand new technology paradigm and dovetail skilled human resource in the process to achieve human factor engineering to enable quality product and services are rendered to the society. It is in the light of the above; HR functions are required to be seen to meet the impact of technology. The article examines the current trend in new technology and development of human skills in its light (Prof. Rajesh Kumar Sharma).

III. IDENTIFICATION OF PROBLEM

HR professionals can be unsuccessful in adaptation of IT in business although they know about technology

- New HR process requirement due to change in technology
- New types of working people require for technology advancement
- Strategic impact
- New Competencies



Fig. 2. Road map for HRM.

A. Objective of the study

The main objective of the study is to find Impact of Technology Advancement on Human Resource Performance. To achieve these main objectives, we need to achieve more sub objective like:

- * Challenges in human resource management from technological advancement
- * Importance of HRIS in human resource performance

B. Research methodology

A research design is the specification of methods & procedure for acquiring the information needed. It is the overall operation pattern or framework that stipulates what information is to be collected from which sources by what procedure. The research methodology of this paper is totally depend upon secondary data like journal, books and various website from internet.

IV. ANALYSIS

An organization's Technology is the process by which inputs from an organization's environment is transformed into outputs. Technology includes tools, machinery, equipment, work procedures, and employee knowledge and skills. In the present competitive world, technological breakthroughs can dramatically influence and organization's service markets, suppliers, distributors, competitors, customers, manufacturing processes, marketing practices and competitive position. Technological advancements can create new competitive advantages that are more powerful than existing ones. Recent technological advances, as we all know, in computers, lasers, robots, satellite networks, fiber optics, biometrics, cloning and other related areas have paved the way for significant operational improvements.

V. FINDING AND CONCLUSION

Information technology is expected to improve the performance of Human Resource Management (HRM) by shifting its focus from administration or personnel management to strategic HRM. The rapid technology changes also ask for HR professionals to get new skills through education, or sourcing HR Professionals who have IT ability. It is important to note that a company that does not have a computerized system still has an HRM system; that is, the paper systems that most companies used before the development of computer technology were still comparable with an HRIS, but the management of employee information was not done as quickly as in a computerized system. If a company did not have a paper system, the development and implementation of a computerized system would be extremely difficult. For the purpose of this we will use the term HRIS to refer to a computerized system designed to manage company's HR. Owing to the revolution in information technology, the face of the contemporary workplace has changed and systems have been made more effective by introducing new techniques. Majority of the organizations have now understood the importance of information storage and retrieval. To conclude that it can be said that HR practice is becoming more and more challenging day by day, they have to face lot of problems like retention, attraction of employee, dealing with different cultural people, managing work force diversity, technological and informational changes to overcome with these challenges training (Cross cultural training and technological and informational training) is necessary of HR people.

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