

LEVERAGING INFORMATION TECHNOLOGY FOR EFFECTIVE HUMAN RESOURCE MANAGEMENT

B. Santosh Kumar ¹, P. Prathyusha Reddy ², E.Narendra ³

¹ Assistant Professor, Department of Business Management, Aurora's PG College (MBA),
Uppal, Hyderabad
Email: santhosh.sunny50@gmail.com

² Assistant Professor, Department of Business Management, Aurora's PG College (MBA),
Uppal, Hyderabad
Email: prpaduru@gmail.com

³ Assoc. Professor, Department of Business Management, Aurora's PG College (MBA),
Uppal, Hyderabad
Email: edulakanti.narendar@gmail.com

ABSTRACT

Numerous sectors of human life have undergone significant transformation as a result of extensive advancements in information technology. Numerous company responsibilities have evolved since the 1990s with the introduction of the Internet. Many firms have focused on improving their methods for monitoring human resource management after addressing concerns related to accounting, investments, and marketing. Many firms now use mechanized technologies instead of traditional work methods for human resource management duties. For human resources professionals, evaluating enormous volumes of data has become much easier thanks to computers. Organizations can more effectively and efficiently market human resource information with the aid of databases, hardware, and software. Many firms now use mechanized technologies instead of traditional work methods for human resource management duties. For human resources professionals, evaluating enormous volumes of data has become much easier thanks to computers. Organizations can more effectively and efficiently market human resource information with the aid of databases, hardware, and software. We require better, faster, smarter, and more intelligent human resource management techniques in light of the significant changes that the business sector is experiencing today in order to lower administrative costs and accelerate service delivery. For a long while, the scope of human resource management was restricted to routine administrative tasks like hiring, choosing, and training that required all of the time and effort from HR specialists. Human resource departments are frequently so busy with work that they don't have time for tasks that bring value to the company, like strategic reorganization, knowledge management, culture management, and review. Organizations' human resource management has long been involved in low-level organizational duties, including Tasks and procedures inside the firm were not efficiently handled, value-added and worthless tasks were not measured, and lastly, the new technologies were not applied correctly within the organization. Human resource management responsibilities have been impacted by the extensive organizational changes brought about by the usage of information technology. Information technology systems are frequently used inside organizations or even outside of them to facilitate communication between human resource specialists and specialists in other industries. Wide-ranging electronic HR services are influencing significant changes in HR departments across businesses.

Keywords: Point of view, development, effectiveness, growth, human resource, and information technology.

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I. INTRODUCTION

The way we live, work, and interact has been altered by technology. Amidst the rapidly evolving landscape of today, businesses in all sectors are seeking innovative approaches to stay competitive and grow. Adopting cutting-edge technologies promotes success and progress. The benefits and drawbacks of implementing new technology are discussed in this study. The first half of the paper introduces technology and discusses study objectives and research methodology. The Project gives a brief rundown of the principles and applications of technology.

The Project's second component analyzes survey data from 130 participants. For primary data, I prepared a questionnaire and asked 130 people. Many of the visitors to the place where I conducted my experiment were interviewed. I went to many Hyderabad businesses to research my topic. I conducted research on various technology implementation tools and strategies in Hyderabad to learn why businesses select new technologies. "IMPLEMENTATION OF IT IN HRM PROCESS" is the project's focus. The information is provided and arranged well. The study's findings and conclusion, in my opinion, aid in the planning of the introduction of new technologies.

II. THE STUDY'S NEED

Studying and applying information technology is necessary in many fields. Gain a thorough understanding of technology, including its principles and potential applications. Excellent technical potential exist in a number of industries, including finance, energy, real estate, healthcare, supply chain management, and voting systems. Numerous studies look at the applications, potential benefits, and technical aspects of information installation and HRM Process utilization for a range of industries.

III. PURPOSE OF THE STUDY

1. To investigate if it would be feasible to apply enterprise resource planning to Sumega Technology.
2. To be aware of the ways in which IT can improve security, transparency, and efficiency while lowering costs and opening up new business opportunities.
3. To learn about employee comments on how to increase HRM's ERP productivity.
4. To make recommendations for the most effective ways to apply enterprise resource planning to ongoing operations and performance.

IV. HYPOTHESIS

The HRM process is not significantly impacted by the use of information technology (IT), according to the null hypothesis (H₀). Alternative Hypothesis (H₁): Using information technology (IT) in the HRM process has a big influence.

V. RANGE OF THE RESEARCH

Regarding the significance and challenges of putting in place an enterprise resource planning (ERP) system, I may draw a few important conclusions. The technological system of Webmark technology has the potential to enhance customer

service, data management, and operational efficiency. Most employees who were surveyed believed that the IT system might improve decision-making, increase data accuracy, and speed processes.

VI METHODOLOGY

The researcher's instruments for gathering and analyzing data are covered in this chapter. It describes the study plan, data sources, tools used for data collection, processing, analysis, and challenges encountered by the researcher.

Design and strategy of the research

To explain new technology installation and related challenges, the researcher used an explanatory research design in conjunction with a web mark technology case study technique. Secondary and primary data were used by the researcher.

principal source of information

data collected directly from a study project. The web mark technologies questionnaire was used by the research population to give this data.

secondary source of information

This approach looks for processed data. Textbooks, periodicals, newspapers, business records, and other sources relevant to the research topic provided the data.

Methods of Research

The researcher's techniques for gathering and analyzing data are covered in this chapter. It outlines the study design, data sources, methods of collecting, processing, analysis, and difficulties encountered by the researcher.

VII. REGRETIIONS ABOUT THE STUDY

5. Only secondary data was used as the basis for the investigation. Errors in secondary data could therefore affect the study.

2.Examining how IT is used in HRM procedures is the aim of this study.

3.Only employees from three branches are eligible to participate in the survey.

4Due to limitations in project size, a comprehensive investigation of the problem was not practical.

5.The allotted duration for the research investigation was 45 days.

VIII. LITERATURE REVIEW

Suherlan (2023) This study addresses HR management and IT adoption using the Diffusion of Innovation and the Technology Acceptance Model. This qualitative study examines pertinent scholarly works. Zhang Jie (2023) In the digital economy, this study looks at how HRM is being digitally transformed. The primary study themes are the causes, orientations, and implications of the digital transformation of human resource management. Chen Haitao (2022) Globalization of the economy is becoming increasingly visible as China's economy expands. Given our low market competitiveness as a small and medium-sized business, these

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issues need to be resolved very away. Archana Deshpande (2022): In today's world, technology has grown indispensable, impacting human global resource management. Technology has an impact on human resource management. Global The transformation brought about by the internet and intranet has altered enterprises. Fast technical progress is therefore beneficial. Mohiuddin Muhammad (2022) The growth and success of an organization depend heavily on the sustainability of HRM. This study looks at the sustainability of HRM at universities. We use quantitative research tools to examine sustainability aspects related to university HRM. The 2020 study was held in the spring and summer in Iranian state colleges. Jotabá Mariana Namen (2022) Using novel mapping approaches, the study charts research trends, intellectual structure, and scientific papers in HRM development. In order to help determine a future research agenda, it aims to: (1) identify the key contributions of research; and (2) identify the most important intellectual structure. Cluster analysis, bibliographic coupling, and bibliometrics are used in this study.

IX. DATA ANALYSIS AND INTERPRETATION

1. From how many years are you working in this organization	Response	Percentage
1 – 3	32	32%
3 – 5	10	10%
5 – 10	30	30%
10 – 15	27	27%
Total	100	100%

INTERPRETATION: - From the above analysis 32% employees are working from 1-3 years, 10% employees are working from 3 - 5 years, 30% employees are working from 5-10 years, 27% employees are working from 10-15 years.

2. In which level of management do you think you perform	Response	Percentage
Top level management	52	52%
Middle level management	8	8%
Junior level management	40	40%
Total	100	100%

INTERPRETATION: - From the above analysis 52% employees are performing in Top level management, 8% employees are performing in Middle level management, 40% employees are performing in Junior level management.

3. How flexible are you to adopt HRD practices?	Response	Percentage
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Quick	10	10%
Moderate	15	15%
Medium	35	35%
Neither any of them	40	40%
Total	100	100%

INTERPRETATION: - From the above analysis 10% employees are Quick adopt HRD practices,15% employees are Moderate adopt HRD practices,35% employees are Mediumadopt HRD practices,40% employees are Neither any of them adopt HRD practices.

10.How well does your organization support HRD in exploring professional interest and goals	Response	Percentage
Motivation	33	33%
Communication	26	26%
Knowledge skills	28	28%
All the above	14	14%
Total	100	100%

INTERPRETATION: - From the above analysis 33% employees are said Motivation support HRD in exploring professional interest and goals in organization,26% employees are said Communication support HRD in exploring professional interest and goals in organization,28% employees are said Knowledge skills support HRD in exploring professional interest and goals in organization,14% employees are said All the above support HRD in exploring professional interest and goals in organization.

X. FINDINGS

1. 32% of employees stay 1 to 3 years, 10% from 3 to 5, 30% from 5 to 10, and 27% from 15to 25 years.
2. Top-level management comprises 52%, middle-level 8%, and junior 40%.
3. 10% of workers adopt HRD practises quickly, 15% of employees moderately, 35% of employees' medium, and 40% of employees neither quickly nor moderately adopt HRD practises.

XI. SUGGESTIONS:

1. Less manual effort should be done so that senior staff members may concentrate on their main tasks.
2. In order for employees to perform better in the future, it is vital to create programmes that will help them comprehend their talents as well as the limits of those capabilities.

3. It is essential to create programmes that will help employees determine their strong points and places for improvement. A sizable majority of workers believe that candidates' suitability for open positions is not taken into consideration when making judgements about promotions. Corrective actions must be performed as a direct result of this. It is highly advised that in order to better understand the promotion criteria, the personnel department meet with groups of workers. Additionally, this will provide the personnel department the chance to look into the causes of employees' dissatisfaction with the promotion criteria, which is a benefit.

XII. CONCLUSION:

The existing policies, procedures, and rewards provide workers an idea of the culture that is developing at their place of employment. Preserving the long-term health of the environment is the recommended course of action. The development of human resources, or HRD, affects the productivity, motivation, and job satisfaction of employees. Examining the various kinds of organizational cultures that might exist and how employees interpreted them was the aim of this study. The data demonstrates that Webmark staff members are well-versed in the company culture across a wide range of topics. The employees' opinions of organisational procedures are consistently positive, even if they come from a wide variety of educational backgrounds and have worked for the organization for varying lengths of time.

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