

International Journal of Research in Human Resource Management



E-ISSN: 2663-3361
P-ISSN: 2663-3213
IJRHRM 2019; 1(2): 104-106
Received: 02-06-2019
Accepted: 08-07-2019

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Impact of technology advancement on enhancing organizational performance with HRM practices

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DOI: <https://doi.org/10.33545/26633213.2019.v1.i2b.119>

Abstract

In present competitive era, the utilization of upgraded technology in the area of Human Resources is to enhance the performance with effective utilizations of available resources to competitive nature. Practices related to human resource management contribute to motivate employees and preparing psychologically them to creating a productive working environment. HRM practices have highly impact on building the employees self-values and explicit behaviors.

Now a days, AI, Block chain and other updated techiest are very useful to manage the working environment with proper keeping the data. A lot of the work in the HR office is administrative in nature. By utilizing Information Technology, a hefty portion of the data can be robotized and the majority of people can be consume their time in research and development work. In most of the organizations, one of the most serious issue is to upkeep the present information record for future perspective.

Human resource information system keeps the audit of human resource professionals in proper way. It is the method through which an organization collects, analyses and reports the information about the people working in the organizations. It has been demonstrated that one of the supporting columns which can add to the satisfaction of the individual approach is the utilization of Information Technologies in Human Resource Management and enhancing organizational performance.

Keywords: HRM practices, AI, robotics, employees performance

1. Introduction

Human resource management is not a new concept, it is a changing concept. People are an organizational asset, and proper management of data is a primary responsibility of an organization. According to (Haag and Cummings 2008) ^[17], information flows top-down, up-down, vertical and horizontal within an organization, and organizations spend most of their time collecting and analyzing information. With the help of software, you can store and manipulate the entire data about your organization's employees in electronic form. It's happening on a global scale. Today, computer innovation in all areas occupies profound cradles. It is silly for anyone to imagine a world without a computer environment. Computerized information provides relevant, comprehensive and continuous information about people. It also provides current information.

Information also has data security and data protection on an ethical level. Computers play a decisive role in human resources management. He requires extensive use of electronic data at all three levels of management: operational, intermediate and top levels. Few HR offices today do not have an in-house PC system. To a limited extent, this can be attributed to rapid advances in PC innovation. Devices, especially desktop PCs, are coming down in cost, so these frameworks make sense even for smaller clubs.

2. Theoretical Concept

2.1 The Relationship between HRM and Organizational Performance

Measuring the performance of the activity in a business is a complicated task. It is always challenging, requires some creativity, through which objectives can be attained. HRM policies and practices directly linked to the operational performance of the organization that is why applying the measurement of performance measure is, to a large extent, considered as a learning process. HRM practices are expected to enhance performance (Ahmad, & Schroeder, 2003) ^[16]. This study shows the impact of organizational commitment which help

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us the better understanding of the linkages between organizational performance and HRM practices. For attaining the better results, seven practices of human resource management applied in the HR systems at the company level and critically analyzed an extra ordinary - type HR system for a manufacturing unit. For example, in a study, Effects of human resource systems on manufacturing performance and turnover (Arthur, 1994) ^[1] analyzed the effect of shifting/leaving of employees due to working environment on efficiency and productivity of organizations, and two major factors enhancing the performance were, controlling and commitment. If we are using these variables performance measures will improve qualitative measures, productivity and profitability. As organization, at the place of working, if we allows to employees for participation while in the process of making the decision that affect the work place, can be effective for removing the difficulties facing at the operational important organizational activities and development of improved methods of work (Lawler, E.E., 1991) ^[12]. In a survey of 119 medium and large-sized organizations (Bučiūnienė I., 2012) ^[3] finds that there is an outcome based relationship between CSR Policies, HRM Policies, and Organization performance. The performance outcomes may be evaluated with H R functions, and performs more strategic role for the development of CSR policies. Organizational performance and operational performance are two different aspect with similar objective and considered as an important construct for the attainment of the task determined by the organizations (Combs *et al.*, 2005) ^[5]. In United States, Modern policies of human resource management admitted to enhance efficiency as the replacement of old/outdated, HR policies, in the competitive age. (Kalleberg and Moody, 1994) ^[10].

2.2 The Relationship between HRM and Organizational Financial Performance

Financial measurement and operational requirements both of these have different parameter as compared, and normally not provides the adequate information about performance gap, timelines, frequency and accountability. At the competitive age, and changing environment. Newer concepts of accounting mainly activity based costing and value added measurement reflects the operational activities and outcomes of the organization. This does not mean that measurement/parameters showing company's financial position are useless or inferior. These parameters are required for controlling the liquidity and funds of the company and provides some guidelines of operational activities. In reality after many differences between financial and operational performance, many executives think their financial systems provide them with virtually everything they need to know. In a study of 1000 firm at the national level (Huselid M, 1995) ^[8] finds that hrm policies have positive impact on employee's efficiency, reducing shifting/leaving the organization, getting better results in financial aspects of the organization. (Harel, & Tzafrir, 1999) ^[7] Analyzed the effectiveness of applicable practices of human resources on Govt. owned firms and firms' runs by private sector in the country. The result shows that there is positive and valid relationship among the employees who were getting the training and their outcomes in working. The firm can achieve the better results as financial and performance, if they distribute the work as per the

requirement of the organization and selecting the best employee for the task completion. (Terpstra, & Rozell, 1993) ^[14] Finds in his study of 201 organizations that there is a valid and statistically significant linkage between staffing practices and financial outcomes of the organizations. (Masum, *et al.*, 2015) ^[13], analyzed the impact of policies related to human resources and their impact on national and foreigner bank in the country and finds that proper scope is available for getting better financial results, if practices are improved. (Cooper, *et al.*, 2018) ^[6], examines the linkage of employees outcomes and running practices of human resources, and finds that there is a significant relationship of these practices with the performance of employees as well as society. (Cappelli, 2001) ^[4] finds that delegating powers to managers at floor and operational level considering as high performance-practices, cost associated directly with each worker, providing compensation have a positive effect in increasing the overall efficiency of employees. HRM is directly associated with operation as well as the financial measures of the organizations and objectives can be achieved through healthy relationship among various stake holder and responsible bodies. (Wood & Wall, 2005) ^[15].

3. Objectives of the Study

- To promote the information system with effective utilization of Human Resources.
- To enhance the performance by improving wages, benefits and by helping the worker in evolving sound budget. To analyze the operative function of HRM in PVVNL.
- To improve workers strength with a view to solve their problems through mutual negotiations and consultation with the management.

4. Human Resource Management Information System

Quickly compiled as HRMS/HRIS, it alludes to frameworks and processes in the convergence of human capital management (HRM) and data innovation. Today's human resource information systems reduce data fragmentation and duplication. Information can be easily manipulated, merged, decomposed, and quickly presented according to complex requirements. The capabilities of the (Human Resources) department are fundamental to all organizations, broadly and administratively. Clubs may have official identification, ratings, and fundraising forms. Productive and compelling management of "human capital" has become an inexorably objective and complex process.

5. HRM Practices with Technology

- Employee Management
- Employee Engagement
- Performance Management
- Training and Development
- Recruitment
- Employee Scheduling and Tracking
- Documentation
- Integrated Management System

5.1 The HR office has various advantages of this approach

- Own a single database of all employees in your organization, opening the door to all basic data and

various reports.

- Ability to incrementally update the database given all progress. This is very important for locally extended organizations.
- Elimination of much slower and error-prone paper textures.
- HR employees do not need to constantly refer to working hour's regulations. Applications are governed by rules that reduce latency and vulnerability.
- The capacity to build up full control over interior movement of representatives and the administration of their gifts.
- It also consists of data relating to health, safety and welfare of employees.
- It is a bank of historic and current data about the employee's attitude turnover, absenteeism, which may be used for different types of analysis.

6. Conclusion

The use of information technology in human resources management has expanded into area that were envisioned just 20 years ago. With just a few keystrokes or mouse clicks, associate an interface to your data source in seconds instead of weeks or months. Human resource information systems encourage the filing and retrieval of representative records, estimates, and correspondence, thereby creating presentable paper trials. Either way, most of the 4,444 companies are leveraging some part of IT to transform their HR capabilities. In fact, in the US partnership alone, IT currently accounts for the largest capital expenditure, accounting for almost 33% of all capital investments. These days, the computer reduces work preparation costs through intuitive project preparation, usage, and practical opening preparation.

The Human Resources Information System is a framework that provides the ability to monitor individual representatives and data about them. This is usually done in one database, but more regularly in a set of linked databases. Going forward, improvements to the customer server HRIS will allow HR managers to be accountable and accountable to the framework.

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