

# The Use of Information Technology Applications in Human Resource Management in Organizations

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## Abstract—

*Information Technology is a set of technologies that merge computing with high speed communication, communication links carrying data, sound, videos, figure, texts etc. Whereas Human Resource Management is the process which consists of activities like acquisition, development, maintenance of human resource etc. This paper consists of the merging of HRM with the IT. In short, how Information Technologies have groomed the working of Human Resource Management is highlighted in this paper. Also this paper focuses on the relationship between HRM and IT and the advantages of Information Technology in Human Resource Management.*

*Keywords – Information Technology, Human Resource Management, Acquisition, Development, Maintenance etc.*

## I. INTRODUCTION

This study is introducing a number of observations on the applications of information technology (IT) in the field of human resource management (HRM) in organizations. This is because of IT and its wide range of software and applications have already made their presence felt in HR area. Technology and HRM have a broad range of influences upon each other, and HR professionals should be able to adopt technologies that allow the re-engineering of the HR functions, be prepared to support organizational and work-design changes caused by technology, and be able to support a proper managerial climate for innovative and knowledge-based organizations. These technological advances are being driven primarily by strong demands from human resource professionals for enhancement in speed, effectiveness, and cost containment. In current scenario it is mandatory to all organization that the management can achieved their common goal and get appropriate staff for the organization.

## II. DEFINATIONS

### Information Technology

**Information technology (IT)** is the application of computers & telecommunication devices to store, retrieve, transmit and shaped data, usually in the background of a business or other organizations. This term is commonly used as an equivalent for computers & computer networks, but also encircles other information delivery technologies such as radio, television and mobiles. Several organizations are associated with information technology, such as computer, hardware, software, semiconductors, internet, e-commerce, telecommunication device and computer services etc. Some IT experts to gather, organize, store and publish information, including sound, image, text or numbers knows that computing and communication takes place using the tool.

### Human Resources Management

Each of the different theoretical perspectives in management, Different definitions of human resource management have offered to some of them are noted below:

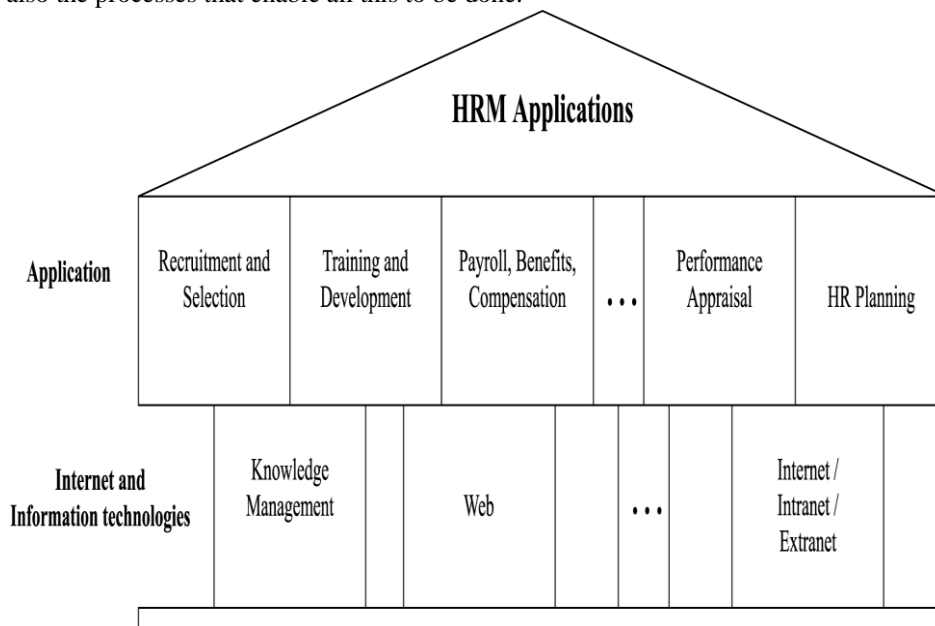
- Human resource management to identify, select, trained and develop human resources Organization to achieve organizational goals have been defined.
- Human resource management, including management's main responsibilities in each Organization is and all levels of managers, many organizations have some of this responsibility.

Thus, the applications of human resource management, human resources Company, to achieve the organizational goals. Some of the most common types of human resource management functions are: Job analysis, recruitment and selection process, human resource planning, human resources, performance evaluation, human resources training, discipline and salary etc.

## III. CONCEPT OF STUDY

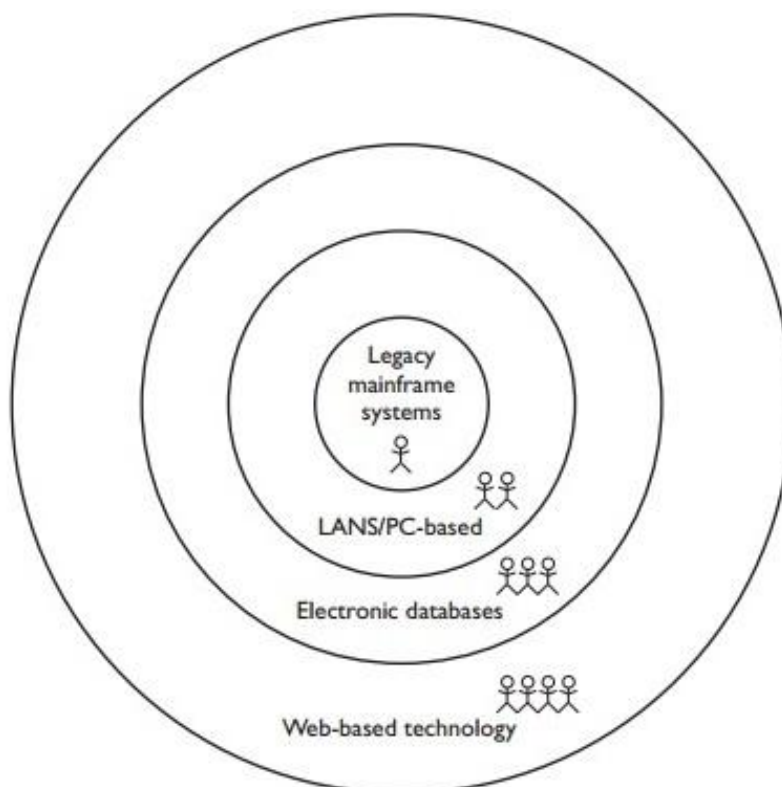
Information technology is affecting us as individual & as a society. Information technology stands firmly on hardware & software of a computer and telecommunication infrastructure. IT helps to enhance the performance of the human resource management due to the help of IT it's become so easy to attained the common goal of organization, also helps to choose the best service for the individual task. In an organization HRM play a most important role for its successfulness. In today's scenario the technologies helps to manage task with in short time.

Information is a resource which has no value as far as it is derived, processed and apply. Information technology deals with many component such as: data storage, information system, analysis,, retrieval, access and intelligent decision making. Information technology refers to the gathering, creation, processing, storage, circulation and presentation of information and also the processes that enable all this to be done.



**Fig: Relationship of IT with HRM**

Any technology that is used to attract, retain, hire and maintain human resources, support HR administration, and optimize human resource management, that can be known as the human resource management technology. Human resource management is not a single concept it is a wide concept that meet with technology/Information technology and make a proper and effective path of working and connect people/employees with HRD as shown in figure below.



**Fig: Evaluation of HR with technology**

#### IV. OBJECTIVE OF STUDY

The objectives of my study are as follows:

- To offer an adequate, complete and on-going information system about people and jobs at a reasonable cost.
- To provide the support for future planning and also for policy formulations.
- To facilitate control of human resources demand and supply inequality.
- To brutalize employee related information.
- To enable faster response to employee related services and faster HR related decisions making.
- To attempt data security and personal privacy.

#### V. LITERATURE OF REVIEW

Literature review examines recent research studies, company data, and industry reports that act as a basis for the proposed study. This will be followed by a study on the findings of a survey on the present trends in organizations with in the different areas of Delhi NCR. And few studies have been reported elsewhere. The results also indicated that, IT has an impact on all sectors in terms of HRM to certain extent; the types of IT used vary significantly between recruitment, maintenance, and development tasks. However, the empirical results here reveal that these organizations are not applying these technologies systematically and maturely in the performance of HRM functions.

According to Biswanath Ghosh [2002], in an organization the most valuable input is the human element. The success or failure of an organization depends to a large extent on the persons who manage and run the organization. In business the greatest asset is the human resource of the enterprise and not the plant, equipment or the big buildings it owns. There was a time when manpower was considered as a cost factor but not it is recognized as an investment. The HRM can range from basic personnel records to sophisticated networks of sub-systems with definite purposes. Today most of these will be computer systems. The manpower information system can provide necessary information in a form which can be integrated with any other business data. With most data base systems, there are facilities to pull out any of the data and present them in the required form. In the view of Michael Armstrong [2003] HR provides information required to manage HR processes. these may be core employee database and payroll systems but can be extended to include such systems as recruitment, e-learning, performance management and reward. The system may be web-based, enabling access to be remote or online and at any time. The information provided by the HR process can communicated across organizations. If posts static data such as information on HR policies and communications about employer facilities such as learning opportunities and flexible benefits. It can include links that enable managers and other employees to interface directly with HR applications and make changes or enquiries.

#### VI. CONCLUSIONS

In the conclusion of the study there are some most important points that make my study very effective such as:

- A conclusive step towards a paperless organization.
- Higher speed of higher speed of betterment and processing of data.
- More consistent and higher accuracy of information/report generated.
- Fast response to answer & queries.
- A higher internal profile for HR dominant to better work culture.
- Provide more transparency in the system.
- Compiling reduction of administrative burden.
- Flexibility to any client and facilitating management.
- Integral support for the management of human resources & all other basic and support action/development within the company.
- A more aggressive workflow in the business process, productivity, performance and employee satisfaction.

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