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**ROLE of I.T. in HRM: Opportunities and Challenges in the Era of
Globalization**

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ABSTRACT

Technology has acquired an elevated position over all the major processes. New technological advancements are emerging a new world. The introduction of concept of information technology in the HRM system can effectively enhance the efficacy of human resource of the organization. This paper attempts to bring forth the role of IT in HRM and also emphasizes on the feasibility and inducement confronted by the organizations in bringing about IT across HRM functions.

Keywords: E-HRM system, Advancement and Innovations

Introduction

The HR profession all over the world is giving a tough call to globally mobile talents. It also invests a great change in the workforce attitude and the ensuing competition and also there is marked shifts in the relationship of the employers to its employees. The HR practitioners who are flexible and are all decked up to accord with the augmented impetus and dubious transmutations in the intercontinental arenas need to learn new technical aspects and skillful abilities. The contribution of independent individuals can be brought about constantly by an era working with new kind of organizations.

Thus a new setup is emerging which will help in managing both the HR as a system and the HR managers as well.

The demand of the employees are met with the cognitive undertaking of economic frugality and the corresponding progression of the federation network, which is based on the contingency of ardent and resolute employees, also confirms requisite of an HRM. In this concurrent era,

the HR ventures are dealt by forming initiation of the web portals for HRM, often designated as e-HRM by the federations has become the need of the hour. The solicitation of electronic human resource management has been initiated with the evolution of the internet during the past decade.

The E-HRM system often works upon many productive aspects such as; to recruit devout and earnest candidates and make them competent enough by buffing their knowledge, skill and other abilities. It also minimizes the gap between actual and designed performance and also in addition assesses their performance to compensate and reward and also provide counseling for their succession planning and career advancement drifting the employees from the organization. On the whole, the e-HRM falls under three basic categories: Operational, Relational and Transformational. The Operational deals with the administrative functions. The Relational deals in providing information to the employees and also to create a virtual relationship amongst them to keep them remain connected always. The strategic orientation of the HRM functions is dealt by the transformation e-HRM. It looks forward to connect the HR function with business strategies such that the goals are achieved efficiently.

These technological advancements have led organizational to manage and share the data with virtual networks.

Significance of Using technology in HRM

In the current scenario of organization of varied sizes, the technology is used to deliver the HR service by them. HR and technology have become two concepts. In the era of competition, the industries are becoming technologically sound and are implanting web based technology in every business function. E-HRM strives to make

information handy to managers and the employees. The present E-HRM setup may comprise of an enterprise resource planning software (ERP), HR services centers, interactive voice response, manager and employee portals and web applications. The system authorizes the employees to refurbish their record and sway their personal information. It also permits the managers to ascertain information and data and to conduct analysis, to make decision and to interface with other employees, without the hindrance of the HR department.

Opportunities for implementing IT with HRM

The paramount sources of competitive advantage in present day organizations are the creation, maintenance, measurement and leveraging of the intellectual capital. The employees laced with distinct personalized HRM application portals indicate that e-HRM can become key method in the appropriation of intellectual property. The pace of service delivery in the industry has been increased by the technological revolutions. Technology works without committing any errors, whereas human are likely to commit mistakes. Became the delivery of service gets on time, it keeps the employees happy and satisfied. These innovations conserve time in task performances and also help in rectifying the fallacies. Thus lacing the employees with all the necessary HR Services requires to maintain an economically sound system.

Internet or the Intranet, because of its transparency provides the information to all the employees readily. This way they can ascertain any information, irrespective of time and place. Thus lodging the concept of equity in the organizational policies. The employees at HR portal can access the information at one go in one click. Web based portals enhance the technology with rich interactions amongst the employees. This way, the larger organizations have more information,

thus taking more advantage of it. Also, these large organization profits more by collaboration functions.

The expansion in the organizations inclines to proliferate all over. The performance of HR tasks becomes knotty because of the ensuing fissures in the HR factors. Thus, there arises the need to construct another collaborative infrastructure.

To brace the strategic decision making, data warehouses and data managing tools are available. Data warehouses dispense a centralized repository of selected HR data which is overseen by the live data. The connectivity amongst the practices, policies, procedures and organizational outputs can be determined by using data acquiring gadgets and techniques.

Challenges associated with HR Technology

While executing a technology based HR system, a massive initial investment is needed. Once executed it lowers down the operational costs. If it is difficult for small or medium sized organizations to launch HR portal packages, larger ones can deal with them easily.

Since the launch of virtual networks through internet or intranet, personal interaction among the employees has slackened off. They use to interact with the administrative department for all issues in the traditional mode, but the I.T. implementation, their interaction has reduced and they need not consult the administrative branch that often. They stay aloof and are connected only via portals.

There has arisen a need to maintain a full-fledged back-up system of the E-HR system. This has increased the maintenance costs. One basic disadvantage of using E-HRM is that the data becomes accessible to all and sundry without any authorization. It becomes susceptible to

corruption/hacking/data lose etc. Free and open access to data base destroys personal information and can lead to unlawful accesses.

Because of the transparency and easy ingress, the employees get information about the market pay structure. The information received, thus shares an expansion in the accessibility of internal and external factors. These kinds of details can pressurize the organization to alter the compensation structures timely, to deal with the concurrent infrastructure constructed by other firms. It is likely to trouble the organization sometimes.

Conclusion

A paradigm shift has been made by technology in the sphere of HRM towards cost depletion and regulation working hand in hand with anticipative competitive spirit. It diminishes the cost allied to planning and hiring, training and developing the manpower and providing various other useful services to the employees. It keeps the managers cognizant so as to take strategic decisions. It also reinforces HR strategy policies and practices in the organization.

HR processes gets automated and supported with the E-HRM web base. The enforcement of E-HRM provides the employees an opportunity to delegate the data entry. The employees get expedited with the usage of HR market place. E-HRM prefers an advance business solution to complete an online assistance to the administrative activities, data and information required to tackle the human resources in a company. E-HRM is an efficient, reliable and easy to use tool which is accessible to group of different users at a time.

Ingenuity and novelty in HRM to act like a competent factor confronting the global challenges can be achieved only if there is development and implementation in the E-HRM system that happens to be an important

factor of development in the contemporary times which keeps in tackling the required and desired public management.

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