



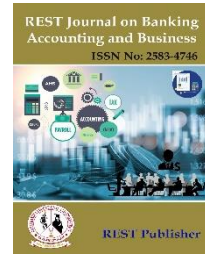
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A study on the significance of IT enabled Human Resources in Technopark Trivandrum

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Abstract. The paper titled “A study on the significance of IT enabled Human Resources in Technopark Trivandrum” mainly deals with simplifying the work of the HR resources in an institution. The procedure by which human resources are managed is referred to as an HRMS. IT is working to improve the efficiency and simplicity of managing human resources. It combines HRM as a discipline, especially its fundamental HR processes, with the creating programmes for the HR department with the help of the information technology field which has developed into a distinct discipline. As online services and the internet expanded, they brought with them a variety of applications that might be used in HR operations. In practically every facet of its daily operations, the HR department has recently embraced technology. The difficulties of performance management and compliance in training and appraisal have compelled the HR departments of many organisations to adopt technology through web-based HR application delivery. Additionally, businesses have incorporated technology into staffing by implementing applications like employee self-service, which allows users to access information about their pay and pensions online. This paper's primary goal is to streamline the day-to-day operations of the HR department, including assignments, attendance, works, schedules, etc. The procedure of recognising workers is the subject of this paper by efficiently keeping track of their hourly attendance and determining their remuneration. This piece of work should keep track of every employee's time spent working for the company, which can be applied for career advancement, relocation etc.

Keywords: HRMS, HR department, track, efficiency, career advancement.

1. INTRODUCTION

Human resource department is one of the most important departments in an institution. All the activities in the organization go smoothly with the help of HR department, but most of the cases its success goes unnoticed. Only in few cases when problem arises the need of the department is understood by people. Understanding its importance IT is coming to the rescue of HR department to reduce its workload in staffing, payroll and other associated activities. But institutions that have started work to bring in technology into their HR departments have to be equipped to overcome the outcomes of such a change.

2. STATEMENT OF THE PROBLEM

Unfortunately, there is an increase in workload in most of the hr industries in Technopark Trivandrum. If Information Technology comes to the rescue of HR department the work of the HR department becomes easier and faster. Naturally the department productivity will be enhanced. The study has been done to find out the issues of the staff working in the hr department and to improve their productivity.

3. OBJECTIVES OF THE STUDY

- a) To find out whether IT enabled human resources increases the performance of
- b) an institution.
- c) To understand how the IT sector improves the staffing function of an organization.

- d) To examine whether IT reduces the workload of the hr employees.
- e) To study whether the IT enabled HR resources reduce the overall cost of an organization.
- f) To examine whether automation of HR department supports the other departments in the organization.

4. RESEARCH METHODOLOGY

The researcher has used both primary and secondary data. Primary data was collected by distributing questionnaire among the IT employees. Secondary data was collected from books, journals etc available in the field.

Sampling design: The sampling plan used is convenience sampling. This is a type of non-probability sampling that involves the sample being drawn from that part of the population that is close to hand. The researcher has used primary source of information through questionnaire and personal interview techniques to collect data.

Sample Size: The researcher has used a sample size of 300 employees. This has been done by collecting information from the employees from different firms in technopark.

5. METHOD OF ANALYSIS

The investigator has done descriptive research by giving questionnaire among the people in the industry. The responses have been studied and a factual analysis being carried out. The findings have been studied and recorded.

6. REVIEW OF LITERATURE

Almost all human Resource departments in institutions are trying their best towards achieving the aim of improving their productivity and trying to secure most talented and competent employees who are able to work in attaining the institutional goals. To achieve this goal the companies are joining hands with the latest technology to improve their productivity. The HR department which is lacking the most talented and competent employees is the stream where technology solves the daily problems of an institution. IT has influenced HR in the field of recruitment, performance appraisal staffing and the different procedures where manual documents and human element was involved. Warner (2008) states that internet technology like Face Book, YouTube etc played an important role in developing the web software which is very much useful for performing the work of the HR departments in institutions. Both these tools are novel examples of innovation. IT has helped HR department in many ways. Institutions that have implemented technology in their HR department have reduced their cost to a large extent (HR Magazine 2006). The term E-HRM refers to the means of implementing HR strategies, policies and practices through the full use of the web-based applications. HR department should focus on using internet applications to reduce the expenses by removing the most important HR positions which involve the routine administrative tasks and motivate their employees to concentrate on strategic decision making that will be increasing the institutional efficacy resulting in overall cost reduction. Recently the IT department has helped HR in all their daily activities. It has helped theme to face the challenges associated with training, performance appraisal etc. Institutions that have embraced IT in their HR departments have come up with workers self-service models for viewing their salary and pension and their service-related matters. Moreover, the workers are changing their data or giving their ideas through the same way (BPC. n.d.) All HR resource systems are aiming at self-service human resource systems which is eliminating the hassles in the recruitment process. The advancements in this field helped the employees to view their information. They only should have an IT application. Technology has helped HR mainly in the recruitment field. It will assist the HR department to work efficiently when they are not in the institution (DSG, 2010). With the help of IT HR managers are finding it easy to procure skilled labour at a cheaper rate. Application tracking is a cost-efficient tool to overcome this obstacle.

7. ANALYSIS AND INTERPRETATION OF DATA

In this chapter first analysis was conducted to study whether IT enabled human resources increases the performance of an institution. Finally, the researcher wanted to understand whether automation of HR department supports the other departments in the organization.

TABLE 1. Percentage of the relationship between IT enabled human resources and performance

Particulars	No of respondents	%
IT enabled HR resources improve the productivity of an organization	201	67
IT enabled HR resources do not improve the productivity of an organization	99	33

(Source: Primary Data)

As shown in table 1 201 out of the total 300 respondents (ie 67%) are of the opinion that IT enabled HR resources improve the productivity of an organisation whereas only 99 respondents (ie 33%) are of the opinion that IT enabled HR resources do not improve the productivity of an organization.

TABLE 2. Relationship between IT enabled HR resources and overall cost

Particulars	No of respondents	%
A company providing IT enabled HR resources reduces the overall cost of an organization.	199	66.3
A company providing IT enabled HR resources reduces the overall cost of an organization	101	33.7

(Source: Primary Data)

As shown in table 2 199 out of the total 300 respondents (ie 66.3%) are of the opinion that a company providing IT enabled HR resources reduces the overall cost of an organization whereas only 101 respondents (ie 33.7%) are of the opinion that a company providing IT enabled HR resources do not reduce the overall cost of an organization.

TABLE 3. Automation of HR department supports the other departments in the organization.

Opinion regarding Automation of HR deptmt supports other deptmts	n	%	Mean	SD	T	Sig.
Very Low	15	3.75	3.77	1.34	11.505	0.000
Low	107	26.75				
Average	3	0.75				
High	105	26.25				
Very High	170	42.50				

(Source: Primary Data)

The mean score of the opinion regarding automation of HR department supports other department was calculated to be 3.77 with a standard deviation of 1.34. The significance level of one sample t test was found to be less than 0.05, which indicates that the mean score is significantly higher than the mean of the response scale. From the result it can be inferred that automation of HR department supports other departments.

8. SUMMARY OF FINDINGS AND CONCLUSIONS

From the above analysis & interpretation of data the researcher found the following summary of findings:

- 67 percent of the respondents are of the opinion that IT enabled human resources increases the performance of an institution where as only 33% of the respondents believe that IT enabled human resources do not increase the performance of an institution
- 62.5% of the respondents believe that IT sector improves the staffing function of an organization where as 37.5% of the respondents believe that IT sector do not improve the staffing function of an organization.
- 66.3% of the respondents reveal the fact that IT enabled HR resources reduces the overall cost of an organization where as 33.7% of the respondents reveal the fact that IT enabled HR resources do not reduce the overall cost of an organization.
- 67.3% of the respondents believe that IT reduces the workload of the HR employees where as 43.7 % of the respondents believe that IT do not reduce the workload of the HR employees.
- The mean score of the opinion regarding automation of HR department supports other department was calculated to be 3.77 with a standard deviation of 1.34. From the result it can be inferred that automation of HR department supports other departments.

So taking into consideration all these points we can say that IT enabled technology is very much important for improving the productivity of HR department.

- a) 75 % of the respondents believe that IT enabled HR resources can recruit the most skilled employees where as 32.5% of the respondents believe that IT enabled HR resources cannot recruit the most skilled employees.
- b) There is a relationship between IT enabled HR resources and workload of the employees. IT enabled HR resources reduces the workload of the employees and the employees are able to carry out their daily task much smoothly.
- c) 62.5% of the respondents are of the view that technology driven HR can work wonders to the organization where as 37.5 % of the respondents feel that technology driven HR cannot work wonders to the organization.
- d) 67.5% of the respondents are of the opinion that IT driven HR resources are able to do the performance appraisal of the workers much easily where as 34.6% of the respondents are of the view that IT driven HR resources are not able to do the performance appraisal of the workers much easily.
- e) 73.5% of the respondents comment that IT enabled HR resources are able to calculate the payroll of the employees very easily whereas only 33.5% of the respondents believe that that IT enabled HR resources are not able to calculate the payroll of the employees very easily.
- f) 74.3% of the respondents believe that IT driven HR resources are able to maintain the records of the employees in connection with promotion transfer etc whereas only 27.3% of the respondents believe that IT driven HR resources are not able to maintain the records of the employees in connection with promotion transfer etc.

A null hypothesis is framed as “IT and workload of HR employees are not closely related.” The null hypothesis is rejected using chi square testing. Therefore, we can come to a conclusion that IT and workload of HR employees are closely related. IT reduces the workload of HR employees.

9. FUTURE PROJECTIONS IN APPLICATION OF HR TECHNOLOGY

There are many applications developing in the field of hardware and software which makes the work of HR much easier. These applications are meant for those institutions which are growing very fast. More companies will use internet to develop HR applications which makes the work of HR much easier. IT applications will be supplied through the internet according to Weatherly and Leslie (2005). Even small companies will recommend to use software applications to make their work much easier and faster. Institutions will invest more money on those IT tools which make their work more efficient and accurate. Additionally, it is anticipated that organisations will increase their spending on the creation and implementation of e-learning programmes, giving managers and staff members a good opportunity to learn about and become more accustomed to technological tools that will increase efficiency and effectiveness. For employees who might need a more structured learning environment, learning may entail extensive procedures. Only in this way will businesses be able to take advantage of the enormous opportunity created by the HR department's adoption of technology. The society, in order to adapt to the technological environment that is currently being seen, will propose and include learning forums in the curricula of institutions of higher learning like universities and colleges in order to prepare future leaders, particularly in the courses related with HR. Another important innovation in this field is the usage of technologies 24/7 without much issues. This will happen as a result of such products being less expensive to buy and software programmes being created that can be used with such gadgets. Both managers and employees will profit from these applications by being able to keep track of work-related activities while on the go. This will enable remote communication (Weatherly and Leslie, 2005). The aforementioned trends will continue to push away paper-based transactions, and HR managers will eventually be able to post pay stubs and job applications straight online. Additionally, the tendency is moving more and more in the direction of firms paying employees electronically only, doing away with paper statements. Additionally, this will extend to other applications, particularly staffing, where applicants will be able to apply online and the recruiting team is able to give responses through online. Recruitment as well as firing through online will become the buzzword for institutions in the new era which will reduce their cost as well as their documentation.

10. CONCLUSION

Technology-based self-service is seen by businesses that want to maintain their competitive edge in the market as the best way to advance and enhance customer services and manage personnel. Self-service has been identified as a key instrument to help HR practise leaders achieve their objectives. While they still have the objective of retaining, inspiring, and developing fresh information in consolidating talent by staffing the organisation with the proper calibre of people, self-service has been discovered to be a vital tool. Future discussion of HR technology will focus more on the kinds of applications that are accessible than on the trends in development that have occurred. There will be a greater focus on the variations in software and their unique advantages for businesses that use HR.

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