



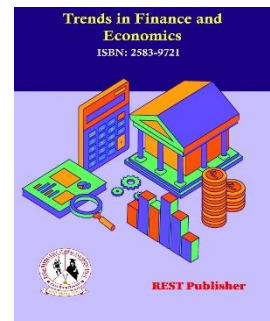
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Disruptive Technologies in HR Practices in The Current Business Landscape -A Review

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Abstract. *The advent of disruptive technologies is significantly transforming the human resources (HR) function in today's business environment. As organizations increasingly adopt innovative tools and practices, HR is evolving to become more agile, data-driven, and employee-centric. This review examines the impact of disruptive technologies on HR, highlighting how they are reshaping traditional practices and enabling organizations to meet the demands of a rapidly changing workplace. From artificial intelligence and automation to advanced analytics and cloud-based platforms, these technologies are driving efficiency, enhancing decision-making, and fostering a more proactive approach to talent management. The paper underscores the need for HR to embrace these disruptions, reinvent its strategies, and align itself with the future of work.*

This study delves into the disruptions reshaping HR practices, emphasizing the need to reengineer existing HR management frameworks to adapt to these changes. The paper explores various HR disruptions, highlighting how businesses must evolve to address future challenges posed by disruptive innovations. It underscores the necessity for HR to disrupt its traditional approaches, reinvent its services, and align itself with the demands of a rapidly changing landscape.

Keywords: *disruptive technology, employment market, HR practices, Organization*

1. INTRODUCTION

According to Christensen, Disruptive Innovation is an innovation that creates a new market by applying a different set of values, which ultimately (and unexpectedly) overtakes an existing market. According to him, over time, successful products become complicated and expensive and consequently niche. That leaves a huge opportunity for innovative companies to introduce a simpler and cheaper product to the mass market. Traditional practices of people management are insufficient to meet the demands of new generation. Technology innovations for human resource management can be applied with a defined set of values to develop synergetic values. It is time for the human resource department to disrupt themselves through policies and practices before the management and job market discards them for not delivering value or adding value. The need of Disruptive HR in organization is to develop agility, to respond and adapt to fluid market and to stay relevant and successful in competitive market conditions.

2. LITERATURE REVIEW

Adner and Kapoor (2016) demonstrate how the pace of technological substitution is shaped by the evolution of both the new and the old technologies, as well as the evolution of the ecosystems in which they are each embedded. Barsh, Capozzi, and Davidson (2008) found that most of the senior executives identified innovation as one of their top three drivers for improving organizational performance. Ulrich and Lake (1990) remarked that human resource management system can be the source of organizational capabilities that allow forms to learn and capitalize on new opportunities. According to Gupta and Singhal, (1993) innovative organizations continuously seek to manage their HR effectively to create and market new products and services. In the study of Arulrajah (2014) reference is made to studies of Kossek (1987), Wolfe (1995), and Gooderham et al. (1999) which suggest that the innovative capacity or capacity to adopt innovative practices in an organisation is determined by the HRM

practices of the organisation. Tidd, Bessant, & Pavitt (2005) confirms that organizations that meet the innovation challenge out perform their competitors in terms of market share, profitability, growth and market capitalization. Edralin (2011) conducted a study on innovative human resource management practices revealed that many companies in Philippines which are extensively implementing various innovative practices related to HRM functions do enhance employee job involvement and organizational commitment and has direct relationship with high impact employee performance. The current disruption calls for reengineering existing talent management. Bradley and McDonald (2011) assert that organizations can now use social media websites like MySpace, Facebook, and LinkedIn, to extract maximum talent, energy, and creativity from employees. According to Business world people magazine, Many companies like Google, Apple, and Microsoft have started introducing wearable technology in all devices which ensure that employees stay connected and it provides a wealth of opportunities for employee engagement, increased productivity, and security.

3. METHODOLOGY

The study is based on the previous review of literature and the information gathered from the recent trends in disruptive innovations that organizations are adopting for meeting future challenges from reliable websites.

4. DISCUSSION

The advent of technology and changing demographics are forcing significant differences in the way organizations hired and managed their talent in the past. CHROs, recruiters and every HR practitioner must adapt to these changes and bring a new order to talent management. They must give due importance to the changing times and keep an eye on the best practices to implement them in their organizations. This is the only way to build an HR policy that is disruptive and meets the demand of the future.

Some of the disruptive HR practices that Organizations are starting to adopt are as under:

Man-Machine Collaboration is a disruption in HR

The future is about man with machines and how machines can enable better decision making. Humans are prone to unconscious bias, boredom, exhaustion and many other behavioral tendencies which may alter the final decision. On the other hand, machines have no such pre-conceived notion; can do the same task tirelessly and with greater accuracy. Using machine learning algorithms can help make better assessments as they employ a strictly scientific approach based on previous trends and data. To ensure a successful outcome, recruiters should leverage the power of these algorithms to narrow down on their choices and use human intelligence to make the final decision. Since the existing HR practices are neither scientific nor based on evidence, we are bound to see a growth in man machine collaboration in the future. There are many emerging trends with technology that connect man with machine such as Internet-of-Things, robotics, artificial intelligence, social media, and so forth. With the advent of technology, HR has been continually disrupted and so has the business. HR technologies have created dramatic innovation in hiring, paying, training, and governing organizations. This will continue with robotics and artificial intelligence replacing many of the traditional human tasks.

HR emerging as a value-based role is a disruptive innovation in HR

The biggest challenge is the ability or inability of the Organizations to attract and retain talent. This challenge is an opportunity in disguise for human resource professionals to rise above their current role. This is a chance to evolve and become a strategic business partner. To do so, the HR needs to think as a business – identify the customers, define value proposition, measure results and build a data-backed business case while asking for investments/budget allocations. HRs needs the human touch to induce loyalty, employee engagement and a genuine work culture.

Consistence performance assessment in HR is a disruptive HR practice

The Changing needs of work environment have necessitated this reaction from companies to ensure better talent development, less costly performance management and improved retention rates. Organizations don't need to do away with ratings altogether but this trend shows clearly that continuous performance assessment is very much possible and can have a transforming effect on your organization. Most of the companies are reinventing the performance management process in their organization. The new process includes having a regular employee-manager interaction, employee activity tracking, productive feedback and learning opportunities.

Consistence performance assessment in HR is a disruptive HR practice

These changes in process are being acknowledged by HCM vendors who are shaping up their products to address the new concerns, although we are still far away from a complete solution to implement continuous performance management.

People Analytics Tools

There has been an enormous flux of people analytics in HR processes. Organizations now resort to analytics and reporting tools to study their employee behaviour and improve metrics such as retention rate. Some tools have embedded intelligence to predict the factors that trigger high performance outcomes from employees. There are other analytics tools with embedded recommendation engine that enable Organizations to decide that which employees should take which training that in turn leads to maximum performance. HR analytics is being applied to various processes including recruitment, retention, learning and development, and performance monitoring. Advanced tools and analytical models are also being used to monitor employee whereabouts, communication patterns and employee engagement, whose data is used to improve user experience and increase the rate of efficient employee work hours.

Developing Learning and Training Modules

The scope for corporate learning has matured with the inclusion of learning management systems into business processes. The growing market for e-learning and webinars has emphasized the need to strengthen employee skills by engaging them in active learning sessions. These courses are being developed based on individual employee competencies and are designed to perform logically to recommend suitable actions in training. E-learning is establishing itself to be the main support in coping with the changing business demands.

Advanced Recruitment Models

Over the years, innovative methods have been shaping the way recruitment and talent acquisition is processed. Vendors offering recruitment management and HRM modules are developing advanced models that cater to the end-to-end process of hiring; from finding the right candidates to on boarding and background verifications, all are taken care of through easily accessible user portals. These advanced tools and models filter the right skills based on consolidated candidate data that are linked to online job portals and websites. They analyze the business needs and strategize hiring plans accordingly; that implement various interviewing processes, candidate assessments, employer branding, pre-screening tests and employee referrals.

5. CONCLUSION

HR organizations are evolving into a new type of role to ensure the companies they support can handle upcoming innovation cycles. Disruptive human resource management is therefore the development of an innovative technologies and effective working environment by acquiring and retaining of competent workforce, adopting more productive people management strategies and by fostering better employee relations resulting in implementation of a high performance working system that acts flexibly in the organizations pursuit for excellence. The major challenges for human resource today are lack of updated information on innovative technologies and use of those applications in their daily work life. Through role of HR professionals have evolved as business partners, strategic leadership developments of HR personnel are significant for improving organizational performance disruptively. It is important to develop a new mindset to acquire the ability for creative a disruptive environment in HR department.

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