

## **Integration of Technology in Human Resource Management Practices**

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### **ABSTRACT**

This topic plays vital role at present time, with growth of technology enhance productivity. There are unlimited uses of technology, it is used in almost every department in an organization. When it comes to human resource, technology helps in the all process from recruiting to retire function and it has greatly changed the way managers and employees gain access to human resource data. However it is quite a challenge to use technology as a human resource tool because of its complex, but if it is well applied, the organization will save time and money during the process it develops the organization. Once a person gets employed, he /she automatically become human resource of that organization. There is work study that is carried out with a view, to standardize the method of doing work, to eliminate the extra motion of human performing so that the greatest possible output of high quality comes. To achieve the aim of technology development, to analyze and identify the factor affecting human resource development and organizational productivity and to approach the thinking of management and other worker on the need for proper utilization of available human resource which have large effect on the firm's benefits. There is a research question and hypotheses are made in line with the objectives of the study. To obtain the aims of study, relevant data or fact are recorded from direct observation. To examine each fact and develop most efficient method of doing job based on analysis, human resource development is very vital.

**KEYWORDS:** Human Resource, Organization, Development.

### **INTRODUCTION**

The main boon of any organization is its human resource that ensure that achievement of the organization's goal and objective. As time passed and beginning of the 19<sup>th</sup> century the economic and social system shifted towards industrial revolution which led to large scale manufacturing, people were plugged into a narrowly defined job, to do it efficiently and predictably. Moreover, with the drastic changes in technology, the growth of organization, the evolution of personnel department took place in order to find out solution that can work for both the management labor union. Around 1930s to 1950s efficiency experts and more highly evolved human resource processes were introduced organization began to emphasize improve working condition and various benefits as mean of motivating employee. As employment function, such as requirement, training, compensation and benefits, had to be with complete efficiency. 1960 due to passing of various acts like civil right act and safety and health act, new legislation was introduced towards employment, training payment criterial, equal pay opportunities, and employment protection.

1990 emergence of Asian Market as a result of globalization and technological break through the establishment of multinational organization.

At beginning of 21<sup>st</sup> century multinational enterprises converted into true and complete modern organization advancement in technology and extremely fast internet introduced a new dimension of society.

It is unfortunate that most organizations have ignored the development and management of their main capital which is human resource (source: Human resource Article 2012). Human resource management is function of an organization and providing direction for people who work in the organization. Effective Human resource management enables the employees to contribute effectively and productivity to the overall company direction and the achievement of the organization's goals and objectives.

Most organization does not have plans for development of their members of staff. There is depletion of human resource; it becomes curse for H R. They don't achieve other modern skills or improve upon their talents and educational qualification so that they do not come with new technology Companies should keep on an eyes to enhance their labor force which will boost quality of productivity and profit making their organization. Human resource development makes sure that manpower planning in an organization is dynamic but an ongoing process (Source: Human resource Article 2009). The challenges of lack of skill worker, large competition among companies, technical problem, and lack of jobs in modern era, low productivity, decrease in quality of human. So advancement of organization, effective management of Human resources is considered for developing of organization productivity and profitability. Therefore Human resource are the most important capital of a

organization .It forms main part of organization's resource. Success of organization is directly and indirectly depends on Human resource.

## USES OF TECHNOLOGY ON HUMAN RESOURCE MANAGEMENT

- Recruitment
- Training and development
- Performance management
- Virtual manpower

## SHORTAGE OF HUMAN RESOURCE IN AN ORGANIZATION

There are so many factors which have forced many organizations for precaution of social, environment, political and economic to retrench their workers, make the organization to produce far below capital utilization. Human resource of any organization is way to its survival, profitability and sales growth which entails prosperity future economic and social development. Every organization need main resource to survive (Van well; 2010 they include Financial resources, Physical resources which include the material and Human.

## HUMAN RESOURCES PLANNING INCLUDE

Identifying present and future number of workers required to give new and improved services.

-Acquisition, utilization, improvement and preservation of human resource of an organization.

It is the activity of the management which is aimed at coordinating the requirement of different types of employees

- The need of Human resources development.
- It is essential approach through which the efficiency of employees is improved.
- The future goals and objectives are set by entire organization can be achieved.
- It is a continuous process for development of all types of skills of employees such as technical, managerial, behavioral and conceptual.

## SCOPE OF HUMAN RESOURCE DEVELOPMENT.

Human resource management deals with procurement, development, compensation, maintenance and utilization of human resources. HRD deals with efficient utilization of human resources and it is part of HRM. Human resource being a systematic process for bringing the desired change in the behavior of employees involves the following areas:

1. Requirement and selection of employees for meeting the present and future requirements of an organization.
2. Performance appraisal of the employees in order to understand their capabilities and improving them through additional training.
3. Offering the employees' performance counseling and performance interview from the superior.
4. Career planning and development programs for the employees.
5. Development of employees through succession planning
6. Worker participation and formation of quality circle.
7. Employee learning through group dynamics and empowerment.
8. Learning through job rotation and job enrichment.

## OBJECTIVES OF HRD

The prime objective of human resource development is to facilitate an organizational environment in which the people come first. Then others are:

1. Equity: provide equal opportunities to all employees in matter of career planning, promotion, training and development.
2. Employability: it shows the ability, skill and competencies of a worker to find gainful employment.
3. Adaptability: provide continuous training that develops the professional skill of employees.

## RESULT AND DISCUSSION

According to theoretical model, human resource development has four dimensions identity, integration, achievement and adaptation.

Important dimension of human resource development for groups of employees. It can be done using t-test with cut point 3.

The main hypothesis

H<sub>0</sub>: average level is equal to 3.

H<sub>1</sub>: average level is not equal to 3.

**TABLE1: one sample t test result for manager**

Group	Dimension	$\mu_1 - \mu_2$		Sig	Result
<b>Manager</b>	Identity	0.72	-0.47	0.65	Accepted $H_0$
	Integration	1	-0.002	0.051	Accepted $H_0$
	Achievement	1.1	0.56	0.00	Rejected $H_0$
	Adaptation	0.84	0.5	0.00	Rejected $H_0$

According to obtained results in table 1 for manager groups,  $H_0$  is accepted two dimensions of integration and identity (Significant level for two dimensions is larger than 0.5) that is average of two dimension is mostly equal to 3 and for two dimensions of achievement and adaptation,  $H_0$  is rejected (Significant level is smaller than 0.5) that is average of two dimension of human resource development among the manager groups is important for all dimension of development but achievement and adaptation are more important two other dimension too. (average are larger than 3), which stated that Human resource development has two significant impact on organizational productivity.

**Table2: one sample t test result for employee**

Group	Dimension	$\mu_1 - \mu_2$		Sig	Result
<b>Employee</b>	Identity	0.45	0.06	0.011	Rejected $H_0$
	Integration	0.52	0.15	0.001	Rejected $H_0$
	Achievement	0.49	0.17	0.00	Rejected $H_0$
	Adaptation	0.29	0.01	0.03	Rejected $H_0$

According to obtained results in table 2 for employee group,  $H_0$  is rejected for all dimensions – identity, integration, achievement and adaptation i.e. average of four dimension are larger than 3. (Significant level for four dimensions is smaller than 0.5).

It is important to concern all dimensions of human resource development within employee group. Which stated that the efficiency of human resource development in employee has four significant impact on organizational growth.

## CONCLUSION

- Human resource plays vital role in development of organization and improvement of organization.
- We must specify role of human resource development for achieving organization goals and objective.
- By motivation and trust, workers can undertake responsibilities with continuous development process under support of manager.
- According to above result, it suggests that organization for achieving to human resource development and growing of worker, it is necessary to take action as below:
  - Developing socialization, introduce organization values and behaviors for new workers.
  - Expression vision, mission and organizational goals within workers.
  - Growth and propagation of training to similar organization and accessibility to environmental condition within organization.

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