ABSTRACT
The modern, successful organizations are competing today through their talent and human capital. They realize that to be fully effective, there is a need to make Human Resource (HR) functions more result specific. In regards to this, the paper reviews how Information Technology (IT) has played an extensive role in revolutionizing the capacity of HR personnel in an organization. From book-keeping & database management to strategic change-architects & organizational designers, a great deal of transformation has occurred. Through Human Resource Information System (HRIS), traditional roles of recruitment, training, development or performance management have changed for better. The popular Tools and Modules created by IT knowledge render accuracy, integrity, less cost, speed, transparency and order to the diverse responsibilities of HR. Still, education would make people further more amenable & decisive towards the complete exploitation of disparate IT innovations. Additionally, the organizations should execute critical steps to elevate the current scope of HR through integration of latest IT offerings. Nonetheless, the future drift promises increased participation of advanced technology like SaaS, SOA, and Phablets etc. in revamping the HR Department like never before; with all due credit to Information Technology!

KEYWORDS: HRIS, SAP, PeopleSoft, Oracle, SaaS, SOA, WEB 2.0/3.0