A STUDY ON THE IMPACT OF INFORMATION TECHNOLOGY ON HR FUNCTION & TRANSFORMATION

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ABSTRACT
Information technology has become an indispensable part of contemporary world while human resource management globally has equally being affected in a number of ways through its adoption and application. Despite the considerable growth in the use of information technology in human resource management, the level of impact is still under-researched. The study is to be carried out with the descriptive research methodology, with a sample size of 200. The samples are selected using stratified sampling technique. The primary and secondary data both are used for this study. Primary data is collected through the structured questionnaire by direct face to face interview and the secondary data is collected from company websites, abstract and journals and also from the employees. Statistical research tools used for the study are simple percentage analysis and chi-square tool has being used. The present aim of the study is to analyze the impact of information technology on various HR functions like recruitment, selection, training, payroll, industrial relations and transformations and also to study about the benefits that IT tools has created in HR functions. The information for this research project was obtained during a literature review on effects and impact of information technology on HR functions and activities. Various web sites on the internet were accessed utilizing Google as the main search engine.

It is revealed that IT has significantly increase the efficiency of HR management activities and processes through an effective and efficient employee communication and engagement while the roles and skills of HR managers has expand considerable overtime due to their adoption and continuous upgrade of knowledge in the use of IT in the discharge of their primary functions.

KEYWORDS: Efficiency, Effectiveness, Strategic Goals, Transformation.
BOOK REFERENCE


WEBSITE REFERENCE

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