A study of Human resource Management and role of technology in Human resource Management

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Abstract:

Human Resource Management (HRM) is the sector of business institution that handles the responsibilities like hiring employees, managing staff, their salary and many other relevant things in the organization. This division basically works to select the people who are capable for delivering the best work in the business industry. In this paper, we are going to focus on several important points comes under HRM. The paper include following contents.

1. *What is HRM?*

2. *What is the role of HRM in business organization?*

3. *HR and Technology*

4. *Impact of Covid-19 on HRM*

5. *Opportunities in HR functions after Covid-19*

6. *Motivational Aspects in Lockdown Period*

Keywords: Artificial Intelligence , Machine Learning and Virtual Reality, HR Functions, Motivation, Media, Technology, Innovation

I. Introduction:

Let's start with the very first introduction to HRM. We have studied the basic purpose of HRM in the beginning of this paper. Now we are going to understand this concept in deep.

Today is the world of industrialization, every industry spread their business around the world. Every business organizations have their multiple offices in different regions at different places. Now, the thing is, industry needs employers to work dedicatedly for better achievements and best practices. To achieve that entrepreneur success, organizations set up a department of HR that manages the selection process of employees and associated planning in each and every region of the world. HR selects the profiles, selects the right candidate for the organization, and looks to their work. HR has the authority to fire employee in any case.

II. Role of HRM in Business Organization

HR plays a vital role in strategic management in the business organization. It is effective when company implements some policies. In strategic business environment, HR has to demonstrate their skills throughout the different activities such as hiring people, training and rewarding employees. It also coordinates and provides the necessary support system for the payroll requirements.

III. HR and Technology

There are many softwares that are used to keep records of all employees and related data. These softwares are used to store the records of employers and their worksheet too. HR team has to be familiar with this technology. HR technology has the broad range of business functions which includes payroll, time and attendance of employees, benefits and many more which are served by software and other forms of technology.

HRM has a great impact of Information Technology. It allows improving and enhancing the internal and conventional structure of managing staff. In a nutshell, technology makes the human resource practices more efficient. It increases the benefits, saves the time and minimizes the problems.

How can we use technology in HR?

There are number of new technologies introduced to manage the HR functions which include Artificial Intelligence (AI), Machine Learning and Virtual Reality(VR). There are some talent management software also that specifically used as learning management system that plays an important role in hiring, training and retention process in organization.

Many large and middle scale industries are adopting these digital tools to organize the make the load of work for HR department. Enterprise Resource Planning (ERP) consists of a special module designed for HR management that supports workforce administration.

What does technology in human resource?

- It helps for strategic and uniformed decisions that have to make for organization's good will.

- It helps you identify and retain great talent from employees in the organization.

- Analyze the data that allows for promoting plans for recruiting people in the organization.

- Reduces the time for hiring and the other process.

- Automates the data collection and paperwork.

In this global and digital world, every field and each department is get technically powerful. It is the need of time and business too. Modern technologies are coming and professionals have to adapt these technologies to make their job easier. HR professional are doing that very efficiently. Technology is directly proportional to human resource department in many ways, which we have seen. Now in next section, we are going to study about the future of Human Resource management as it is facing the very crucial time of pandemic.

IV. Impact of Covid-19 on HRM

As we all know that the pandemic situation comes from Covid-19 in each corner in the world. How long it stays no one can predict. In this tough period of time, every working sector is going through many difficulties and failures. The field of HRM is also facing the same problem as the hiring process is getting freeze so, resource managers has to make the task complete from their limited staff members. It has become a target for them to handle a less employee with overloaded work.

Second thing is that, my employees prefer to working from home in the near future. It is very complex process to reach the client requirements to the employees if they are working remotely. HR needs to communicate. SO, to avoid the complexities, many organizations are not ready to long term remote working.

Somewhere, additional recruitments are getting undertaken. Overall, the human resource management is suffering by tolerating the negative impact of Covid, as they are not able to take decisions; because many organizations have said thatremote working will not continue beyond the pandemic.

V. Opportunities in HR functions after Covid-19

HR is the key role in each and every industry as it was before the Covid situation and it will after the pandemic. With the current time, the HR has to follow the terms and policies in the organization which is not the conventional way of working.

Right now, HR professionals are really working hard to get the jobs to their family, friends and other jobless people. Because, HR have their network through which they are helping and trying for employees mental and emotional wellbeing.

There are N numbers of opportunities in the near future in Human Resource department. The future organizations would keep some different and challenging policies for the HR such as-

- ➢ Rules and regulations would be strict in terms of working hours, location or any.
- ➢ Adopt best hiring strategies especially in the labour market.
- ➢ Have to check the skills, experience and employees persona while hiring.
- ➢ Needs to ensure about the shift timings and their rules.
- ➢ Implementing new and hard ways of training
- ➢ Designing rewards and recognition programs for employees.

Opportunities after Covid-19 for HR professionals are numerous. But they need to sharp their skills by developing communication, personality and positive mindset.

VI. Motivational Aspects in Lockdown Period

From the start of 2020, the mankind is suffering from unnatural and uncertain thing of Covid. Emotional imbalance and stress are the most disaster in personal lives. How should we manage our emotions in this crucial time? To overcome this problem of being clam and motivated during this situation, following are the six strategies.

1. Plan your day

2. Follow your plan and schedule accordingly.

3. Keep your mind busy.

4. Schedule virtual get to gathers with family and friend using zoom or duo calls.

5. Meditate your mind

6. Be fine with not being productive right now.

7. Do yoga or anything that you really liked and you didn't do that till now.

At the end,

You can	You cannot
Watch movies	
Draw and paint	Go outside
Read motivational books	
Clean your cupboard	
SingDanceEat	

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