iJRASET
International Journal For Research in Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 13 **Issue:** VII **Month of publication:** July 2025

DOI: https://doi.org/10.22214/ijraset.2025.72817

www.ijraset.com

Call: 08813907089 | E-mail ID: ijraset@gmail.com

International Journal for Research in Applied Science & Engineering Technology (IJRASET)
ISSN: 2321-9653; IC Value: 45.98; SJ Impact Factor: 7.538
Volume 13 Issue VII July 2025- Available at www.ijraset.com

Digital HR: A Remedy for Human Resource Management within an Organization

Ms. Nargis Neha

Abstract: ***Affecting all fields of study, economies, and sectors, the fourth Industrial Revolution is bringing in new technologies that integrate the physical, digital, and biological worlds. The way of doing business practises have changed dramatically as a result of technological advancements such as improved communication tools, computing, and the internet. Technology is profoundly changing the workplace in an unprecedented way, just as it has in every other part of life. The phrase "HR tech" (Human Resources technology) refers to a broad category of hardware and software tools used to automate key HR processes like hiring, onboarding, performance evaluation, and payroll processing. HR-Technology is no longer only a buzzword for describing contemporary trends; it is now a useful concept for increasing organisational productivity. HR-Tech has developed into a movement that is redefining the field of human resource management be it high-tech professional conduct, application advancement, and venture creation by fusing the idea of HRM with technology and ergonomic design. HR-Tech is more than just application software to support HR administration and optimise time-honored HRM. By the use of software and computing, HR-Technology is developing a new industry, i.e. the industry of innovation and systematisation. As a result, HR-tech has given birth to several enterprises, and new entrepreneurs are gravitating towards such businesses. The impact of HR-Tech on organisational HRM performance has been extensively documented, although the use of HR-Tech in business is still relatively uncommon. This article makes an effort to summarise the function of HR technology in industry and offer a remedy for human resource management within an organisation.***

Keywords: HRM, Digital HR, HR-Tech, Information Technology, Performance management.

I. INTRODUCTION

The ability to adapt quickly will offer us an advantage over our competitors. The only thing necessary for a business to be sustainable is to plan for the future. How does one go about doing that? by preparing the workforce for the future!

In the past, technology was a luxury, but today it is essential to a business's success. Several commercial organisations have embraced and used human resource technology as a result of the technological revolution to streamline HR procedures and provide them a competitive edge in a market that is rapidly changing. Technical automation is a well-known phenomenon in the operation of human resource management and other important business sectors.

In order to increase efficacy and efficiency, technology may be included into as many HR transactions as is practical. This has caused the old automation in HR to receive attention. We are aware that the outdated traditional HR model, which was restricted to monitoring personnel records on a desk and using paper, is no longer necessary. Human resource technology, which blends HRM with information and computational technologies, has given HR professionals more power than before. Today's managers and professionals can concentrate on turning information into knowledge by using HR technology, which aids firms in adopting decision support systems (s). The focus right now is on HR and IT collaborating in a smart organisation to take use of technology. With its newly evolved strategic focus, the HR function is required to show a quantifiable impact on business outcomes. In order to improve corporate productivity and make a difference with human or financial resources by assuming the role of strategic decision-making, large multinational organisations are spending extensively in technology.

II. ROLE OF IT IN HR

The role of the HR function inside business companies must be reconsidered in light of technological advancements, globalisation, and liberalisation. Information technology should be properly used by HR experts to build employee competencies to meet these problems as well as for corporate expansion. The application of technology can be advantageous and improve the position of all HR professionals. The business world is getting more and more competitive, and it faces new difficulties every day, such as issues with cost-cutting and productivity growth, as well as changes in the corporate environment, technology, and consumer satisfaction. The 'people' are the ones who are able to handle the market's issues today.

©IJRASET: All Rights are Reserved

To enhance the HR function's commercial acumen, new jobs have been created as a result of technological innovation. The HR department may now more easily combine their datasets and deliver details on regulations, headlines, publications, etc. thanks to advances in human resource information technology. It is the most straightforward way to establish the HRIT and everyone within the firm can access it at any time. Also, it has made it possible for employees to update the data, relieving HR personsof the responsibility of maintaining and storing data. They can now focus on different crucial duties like data interpretation, planning for strategies, career development, staff training, assessment, and feedback. A range of tools, including Systems for electronic hiring, selection, performance, and compensation have been created. For example, HRIT can make it easier for candidates to contact HR specialists and learn about open positions during the hiring process without the requirement for a face-to-face interview or question.Similar to how information about an employee's abilities, traits, performance ratings, etc. may be utilised to make judgements about their promotions, feedback about an employee's performance can be used to enhance that employee's attributes. However, modern tools like the internet, email, sms, and others are very helpful for transferring and updating information as well as for carrying out activities, and they can loosen the restrictions of space and time.

III. TECHNOLOGICAL TOOLS ADOPTED BY HR PROFESSIONALS

In the past twenty years, technology has significantly impacted how HR is used in business and how it is transformed. Below are a few examples of technical tools used by HR experts to carry out various HR functions:

Information and communication technologies (ICT) include application software like database management systems (DBMS), spreadsheets, and data mining and data functions; Information and communication technology (LAN/WAN/neural network, internet/intranet, online portals, etc.) as well as information system software such executive information systems, decision support systems, and expert systems.They confirmed the use of computers and IT tools for management and planning duties such as managing personnel files and skill inventories, benefit and plan inventories, employee selection, employee management, and workforce planning. They also confirmed the usage of computers and IT applications for recruiting chores likeposition inventory, online hiring, hiring decisions, hiring management, and workforce planning.

A. HR Technology serves as a co-pilot, assisting HR Personnel to expedite time-consuming Operations Like

1) *Procurement:* The most important role of HR is procurement. Recruitment, selection, and placement of employees are all part of it. It's getting harder and harder to hire people. To learn more about job seekers and positions, companies and employees use job boards and other technical applications, such as those noted below:

Table-1: Procurement

Technology Tools	Use of Technology
e-recruitment web portals Social Media Sites like Facebook, LinkedIn Induction Packages HR Planning &Forecasting	Employers post their positions and qualification. Job seekers select their expertise and apply online.

2) *Employee Development:* HR's role in employee development has recently become more important. Cost reductions and efficiency improvements are both necessary as a result of the increased competition. In order to boost employee productivity, firms are placing an increasing emphasis on maximising their potential and upgrading staff skills. The following technology developments are aiding the businesses in this direction:

Table-2: Employee Development

Technology Tools	Use of Technology
e-learning Training Need Analysis Career Development Online Appraisal System (e-performance)	Employees are given necessary inputs for career growth, up-gradation of their skills through e-learning and feedback on their performance.

3) ***Compensation:*** The motivation to work is increased by a fair reward scheme. The function of compensation in HR is yet another crucial one. The complexity of compensation management is increased by payroll, flex rewards, and other employee perks. There are several technical resources available to aid HR in efficient pay mgt.

Table-3: Compensation

Technology Tools	Use of Technology
Payroll, e-compensation, Compensation settlements Flexi-reward Packages Facilities/ benefits Administration.	The IT tools on compensation management company and the employees to discuss the compensation plans. The company can determine the cost to company (CTC) for the compensation plan awarded to employee and employee can also determine the pay he will get in hand.

4) *Employee Relations, Communication and Work Climate:* There are several technical solutions available to assure Organizationalgrowth, knowledge and skill management, and assist in establishing a healthy work environment and strong employee interactions. There are technologies for exchanging data, protecting data, and maintaining good communication.

Table- 4: Employee Relations, Communication and Work Environment

Technology Tools	Use of Technology
Communication data sharing , data protection, knowledge management, Intranet, OD and Team Development	Creating Shared information environment to allow flow of information from one central point enabling smooth flow of information- Upward, downward, horizontally, and outward, quick communication and better decision-making. OD exercises will help in bringing organizational change and effective team development and build better employer-employee relations.

5) *Decision-Making:* With complex and large organisations, managing and successfully using large amounts of data is challenging.The ability of the HR to make wise decisions has significantly changed thanks to technology. Table 5 below lists the numerous technology instruments available for efficient decision-making:

Table-5: Use of Technological Tools for Decision Making

Technology Tools	Use of Technology
Decision Support System (DSS) Data warehouse having data mining tools Artificial Intelligence (AI) System, Online Analytical Process (OLAP) Group Decision Support System (GDSS) Groupware	Technology will help you make quick business decisions through the IT tools having capability of summarizing large amount of data with speed and getting useful results

6) *Human Resource Information System (HRIS):* In the present day, HRIS is a crucial component of HR. The data is quickly made available to the staff, supervisors, and outside parties via theweb, intranet, and business portals. The tech has replaced the previous concept of "confidential" with a new level of "transparent," which has aided in fostering a sense of trust and belonging inside the business. Table 6 lists these HRIS tools.

Table6: Use of Technological Tools for HRIS

Technology Tools	Use of Technology
Intranet availability of Data record of Employees, Spread of information throughout organization, employee self-service	The availability of information throughout the organization via intranet, company portals, employee portals and access of information on company policies, employee feedback etc, brings in transparency and boosts employee morale

For HR experts, these technical resources are extremely important because they will boost business productivity. Accurate information, data analysis, policy dissemination, and results will all give businesses a competitive edge over their rivals because information technology allows for the timely delivery of accurate information to the appropriate persons.Positive changes are being made to HR procedures as a result of these evolving strategies. HR professionals may carve out a niche for themselves and their company to experience ongoing market expansion by grasping and implementing these new strategies.

IV. CONCLUSION

From the above information, we can draw the following inferences:

1) In order to develop creative and knowledge-based organisations, HR professionals should employ technology that enable organisational changes.

2) HR personnel can focus more of their time on the interpersonal components of the workplace rather than running after paperwork and emails. This would establish the basis for a positive organisational culture. In order to stand out in the increasingly competitive employment market, HR will play a big part in assisting employees as they learn, develop, and contribute.

3) Complete HR systems are maturing and becoming more affordable for smaller firms, along with amazing point solutions for recruiting and performance management. It will make it easier for small businesses to compete in the talent market. It promotes creativity, variety, and entrepreneurship.

4) As technology develops and education becomes more widespread, businesses will have more cost-effective solutions and will be able to offer their employees more options.

5) As soon as the economy starts to grow again, the number of would-be start-up founders will rise as they get more inclined to join the competition. Compared to the traditional HR consultants, the younger, tech-focused entrepreneurs and experts will have better opportunities.

6) In the 1980s, there was a shift in HR operations away from routine personnel functions like hiring, firing, training, development, performance reviews, and awards and towards consulting strategic business concerns and policy creation. Throughout the 1990s, HR professionals expanded the range of their operations by acting as strategic business partners, change agents, administrative experts, and employee champions.

7) According to Ultrich, throughout the first decade of the twenty-first century, HR professionals were given new roles such as strategic collaborator, functional consultant, employee supporter, human resource developer, and HR supervisor with a variety of responsibilities. Due to later globalisation, liberalisation, and increased use of technology in HR, HR professionals are now actively monitoring HR plans and procedures, tracking workers until retirement, managing employee potential, and distributing guidance on HR-related issues. They also perform the roles of strategy maker, organisational developer, and internal consultant.

8) New technical tools, communication system, and various application software have done the duty of HR experts easier, allowing them to spend more time on policy formulation, strategic approach, and other similar tasks.

9) Computers and IT tools can be used to manage various HR responsibilities in an efficient manner. Using the Internet, web portals, video conferencing, and data warehouses, for instance, can be used to manage the functions of recruitment, employee engagement, management, and workforce planning; training, servicing, performance review, feedback, staff turnover, evaluation of punctuality and absenteeism, management and planning functions, long term planning, etc.

10) It would seem that technology will play a bigger part in HR management in the years to come. In the past 20 years, the importance of HR functions in firms has significantly expanded. The evolving scenario is likely to result in the addition of new responsibilities. Competency mapping, talent acquisition, and more recent evaluation methods like 360.

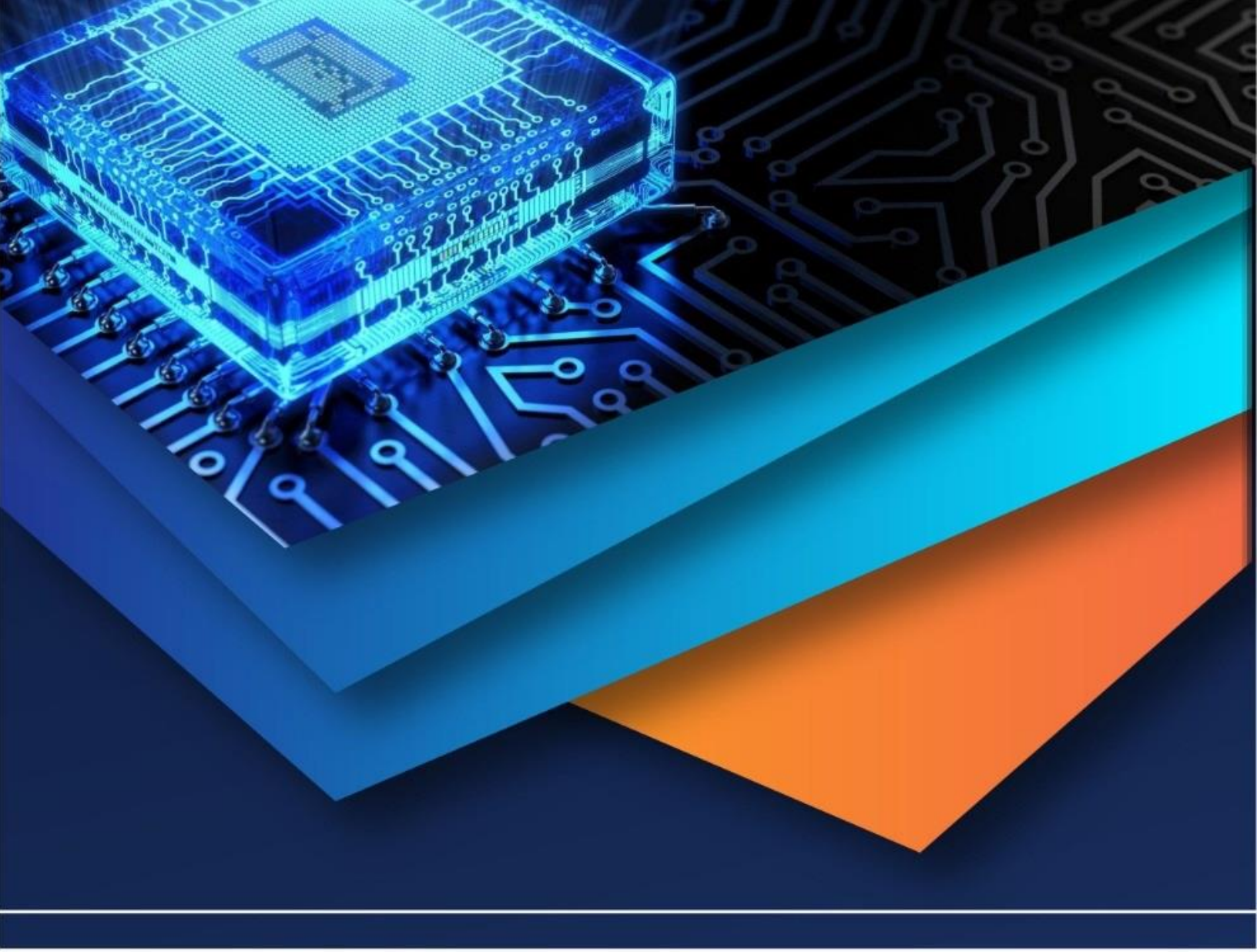
The employees are the heart and soul of any firm, and HR professionals should never forget this. They will give you back a hundred times over in feedback and productivity if we provide them a pleasant workplace experience.

REFERENCES

[1] JO, A. (2012). The impact of information technology (IT) on human resource management (HRM): Empirical evidence from Nigeria banking sector. Case study of selected banks from Lagos state and oyo state in South-West Nigeria. European journal of business and management, 4(6), 28-36.
[2] Ashbaugh, S., & Miranda, R. (2002). Technology for human resources management: Seven questions and answers. Public Personnel Management, 31(1), 7-20.
[3] Beer, M. (1997). The transformation of the human resource function: Resolving the tension between a traditional administrative and a new strategic role. Human resource management, 36(1), 49-56.
[4] Jain, V. K. (2014). Impact of technology on HR practices. International journal of informative & futuristic research, 1(10), 25-37.

[5] Mishra, A., & Akman, I. (2010). Information technology in human resource management: An empirical assessment. Public Personnel Management, 39(3), 271-290.
[6] Kovach, K. A., Hughes, A. A., Fagan, P., & Maggitti, P. G. (2002). Administrative and strategic advantages of HRIS. Employment Relations Today, 29(2), 43-48.
[7] Long, Y. (2009). The impact of information technology on the HR function transformation (Master's thesis, University of Twente).
[8] Pinsonneault, A., & Kraemer, K. L. (1993). The impact of information technology on middle managers. Mis Quarterly, 271-292.
[9] Ruël, H. J., & Bondarouk, T. (2008). Exploring the relationship between e-HRM and HRM effectiveness: lessons learned from three international companies. Technology, Outsourcing & Transforming HR, 15, 179-209.

©IJRASET: All Rights are Reserved | SJ Impact Factor 7.538 | ISRA Journal Impact Factor 7.894 |



10.22214/IJRASET

45.98

IMPACT FACTOR: 7.129

IMPACT FACTOR: 7.429

INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Call : 08813907089 (24*7 Support on Whatsapp)