



HUMAN RESOURCE

People Process & Technology

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Role of Technology in Transforming Human Resource

Gurpreet Kaur

ABSTRACT

Technology has a mounting dominance on the environment and world that has undergone major changes in economic, social and cultural aspects. Due to these changes, the present period is popularly characterized as "digital age". In contrast to these changes, digitalization has adversely affected Human Resource Management (HRM) which has developed more as technology-based profession. In order to keep pace with the modern and changing business world many organizations are looking forward to automate HRM. Today, there is an increasing pressure on HR to support strategic goals and to focus on value adding activities. Organizations have realized the growing significance of using Information Technology (IT) in leveraging their HR functions that takes the form of e-HRM (Electronic Human Resource Management). The e-HRM revolution relies on cutting edge information technology that ranges from Internet enabled Human Resource Information system (HRIS) to corporate portals and intranet. Intensive competition, need to manage workforce at global level, improvement of HR delivery services and cost saving are the driving force towards adopting e-HRM. The primary purpose of the present paper is to identify the role of technology in transforming HR and explore benefits and potential challenges faced by the organisation by implementing IT techniques and suggest ways to overcome these challenges in the journey of digital HR. The study is conceptual in nature and secondary data has been used like journals, articles, research papers, web sources and companies report. The research shows that technology has a significant impact on HR in terms of planning and management, recruitment, training and development and maintenance functions. The paper also revealed despite the benefits of technology on HR in terms of recruitment, data security, transparency, efficiency the