



## **Role of ICT in HRM for Select Manufacturing Industries in Pune.**

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### **Abstract**

*A study on Role of information and communication technology in human resource management for manufacturing industries it is necessary In particular, they anticipate that ICT will affect accounting, logistics and customer relationships. Using information communication technology in the manufacturing industry should be monitored and they should anticipate rather than to react to technological change. They should organize training and retraining for their members that are affected or likely to be affected by technological change. The present management methods have created a path, lowered productivity and create lack co-operation and crisis between workers and management. Technology change should be complemented with good employment relations practice to enable employers and employees to benefit from technological change*

**Keywords:** *Information communication technology, Human Resources Management.*

**Introduction:** HRMs are presented with the challenge of becoming more effective and productive, and they are accepting this challenging by turning to technology as a mean to improve their performance; however technology presents its own challenges as well. The role technology plays on HRM is most fundamental when used as part of an organization's business strategy. There are specific technology designed for HRM decision-making, however the efficiency of these decisions remain dependent on the human training and skills. Technology is incorporated on the fiber of our lives because of its overwhelming presence on e-business, as Internet continues to have an exponential growth. After ICT in HR technology can help organizations meet their business goals and objectives today and in the future by:

- Helping managers deploy their workers more efficiently.
- Ensuring that workers receive proper training and development.
- Offering new insights on how to increase productivity.
- Enabling employees and managers to receive needed information faster.
- Reducing HR administrative costs.
- Assisting with better employee assessment and selection”

Today, HRMs are presented with the challenge of becoming more effective and productive, and they are accepting this challenging by turning to technology as a mean to improve their performance; however technology presents its own challenges as well. The role technology plays on HRM is most fundamental when used as part of an organization’s business strategy. There are specific technology designed for HRM decision-making, however the efficiency of these decisions remain dependent on the human training and skills. Technology is incorporated on the fiber of our lives because of its overwhelming presence on e-business, as Internet continues to have an exponential growth.

### **Statement of the Problem**

A Study of Effectiveness Role of ICT in Human Resource Management for corporate Sector.

The general objectives of the study are as outlined

- To measure, analyze, evaluate e-learning design and development in corporate sector like Compliance Training, Process Training, Sales Training, HR Training, Safety Training, Lean Training, On Boarding Training, Software Training, Learning Management System
- To analyse role of e-learning tools, traditional computer-based technologies and digital communication technologies in development of human resources
- To evaluate the status on the current use of ICT e-learning, traditional computer-based technologies and digital communication technologies in corporate sector.
- To study the requirements of people process and technology for use of ICT in HRM
- To suggest a framework for ICT based HRM

### **Application of Information Technology in HRM**

The solutions provided by the information technology can be broadly categorized under two categories:

- Custom-made solutions
- Canned solutions

The custom made solutions are designed and implemented to meet the specific needs of business entity or in case the canned solution is not economically feasible. canned solutions are the ready-made solutions, which can be applied as it is or by making some comparatively minor changes in it. Today the market of canned solutions is so mature that almost every organization may find a canned solution to meet their requirements. Human Resource Management system (HRMS) is a concept which catching momentum in both these categories.

### **Aspects of E-HRM**

Electronic aspect of E-business processes transmits the information in the original form and/or in the processed form to all the parties concerned. Electronic aspect is embodied in all the areas of HRM where there is transmission of information from one employee to another employee and from one client to the another both internally and in the processed form is highly essentials in most of the functions and activities of HRM.

- E-Job Design and Job analysis
- E-Human Resources Planning
- E-Recruitment
- E-Selection
- E-performance Management
- E-Training and development
- E-compensation Management
- E-HR Records
- E-HR Information
- E-HR Audit

### **Operational Definitions of the Study Role of ICT in HRM**

A study of Role of ICT in HRM on the current use of ICT e-learning, traditional computer-based technologies and digital communication technologies in corporate sector.

#### **Effectiveness**

HRMs are presented with the challenge of becoming more effective and productive, and they are accepting this challenging by turning to technology as a mean to improve their performance

#### **Assumptions of the Study**

- i) ICT implement in Human Resource Management in Corporate Sector.
- ii) Peoples are familiar about the ICT.

#### **Research Hypothesis of the study**

- i) To Suggest a framework for ICT based HRM
- ii) Evaluate the status on the current use of ICT e-learning, traditional computer-based technologies and digital communication technologies in corporate sector.

#### **Delimitations of the study**

This research study is delimited to

- i) Corporate sector.
- ii) Approximately Fifty manufacturing industry in PCMC(Pimpri-Chinchwad) Area.

#### **Limitations of the study**

i) The aspect like Compliance Training, Process Training, Sales Training, HR Training, Safety Training, Lean Training, On Boarding Training ,Software Training, Learning Management System.

ii) Manufacturing industry in PCMC Area.

### **Research Methodology**

For this research study exploratory research methodology is used to find out Role of information and communication technology in human resource management

### **Population of the study**

Population of the present research study consists of almost Fifty manufacturing industry in PCMC (Pimpri-Chinchwad) Pune Maharashtra.

### **Sample and Sampling Method of the study**

- Sample unit
- Pimpri chinchwad Area
- Sampling Frame
- Manufacturing industries.
- Sample size
- 30 to 50 no of companies.

### **Research Tool**

Tools for the data for this research study consist of (a) Awareness of ICT in Human resource management (b) Questionnaire for the HRM department. (c) Framework for ICT based HRM

**Conclusions:** key elements to improve small company's awareness of ICT potentialities.

According to the direct experiences reported in this paper, some key-elements to foster the introduction of ICT based solutions in small companies have been highlighted. Developing a full awareness of the huge potentials of ICT is the starting point for every attempt to introduce ICT-based processes in a company. Simply to use ICT effectively for new services. The path to full awareness should move from introducing concrete and short-term benefits for the companies, the introduction of ICT-based processes should take into account the specific culture of the company: the background of the entrepreneur and where the attempts to introduce ICT in the companies to improve communication with other companies failed because of a really weak social and cultural attitude to cooperation between companies. Another important aspect is that ICT-based solutions should be introduced gradually: sudden transformations risk to fail against unaware and unready business organizations. A further fundamental element concerns adequate training and support. It is useful to stress that one of the main difficulty for Small and Medium

enterprise in exploiting ICT potentials is the lack of awareness of the benefits to be derived coupled with little or no specific training on ICT (both at application and methodological levels). The smaller the enterprise, the greater this problem becomes, since most small companies are not using information technology for their activities (apart from specific accounting services, and little more). Consequently, several problems must be solved to make ICT simpler to use, reliable and well integrated in the enterprises activities. The adoption of continuous training solutions can play an important role in increasing the awareness of the huge potentialities of ICT for concrete situations; in this way employees, managers, entrepreneurs, can acquire a learning culture, integrating the training in their work activities and understanding in depth the potentialities of communication and information tools. To conclude, the proposed key-elements to bring ICT in a small company are based on the central idea that the introduction of ICT-based solutions should be coupled with continuous training on both technological aspects as well as on the socio-relational and cultural changes that must occur inside the company. The need for training on technological aspects is a direct consequence of the ICT skill shortage problem; training on the socio-relational and cultural aspects is extremely important to develop awareness of the social implications of the introduction of new tools and methods of work and to perform the necessary organizational changes.

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