

# An Investigation into the Impact of Digitalization on the Human Resource Management Sector within the Manufacturing Industry

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**Abstract:** *Innovation has impacted every aspect of human existence. The impact of Information and Communication Technology has permeated every sector. It also has a significant impact on both the corporate and confidential sectors. It provides significant chances to save costs and expedite the progress of enterprises. The nature of HR has seen a complete transformation in recent times, shifting from traditional HR practices to a technology-driven HRM approach. All businesses are in competition with one another and are striving to extend their services and reduce their expenses in order to gain market share. This report examines the impact of data and communication technology on HRM practices in selected manufacturing districts in the Western Zone. The implementation of ICT has been found to significantly impact HRM practices by reducing costs and time, enhancing transparency, accessibility, and safety and security of all Western Zone industries.*

**Keywords:** Western Zone, cost and time, transparency, ease of operation, safety and security, and information and communication technology