

# A Study on Advantages and Disadvantages of ICT in Human Resource Department

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**Abstract:** *The diversity of the workforce in terms of culture, gender, ethnicity, education, and other factors presents challenges for human resource managers in their day-to-day tasks. HR managers are evaluating various approaches to overcoming those obstacles. HR managers are receiving assistance from information technologies in overcoming day-to-day obstacles. ICT has emerged as a crucial instrument for organizational decision-making and management of various managerial functions. Data advances have changed the whole round of overseeing business. Yet, there are a few unfortunate results of involving ICT in business, particularly on workers. The purpose of this paper is to determine the positive and negative effects of using ICT, as well as the extent to which ICT has assisted in addressing human resources-related issues. Secondary data from published journals and articles serve as the basis for the study. The paper reasons that association shouldn't rely just upon ICT particularly when the association is managing workers.*

**Keywords:** HRIS, Information and Communication Technology, Human Resource Management