

# Emerging Future Changes of ICT in Human Resource Management

**Asst. Suresh Lorik Yadav and Prajapati Monika Harilala**

Department of Commerce,  
Nirmala College of Commerce, Mumbai  
suresh.c.lorick@gmail.com

**Abstract:** *Futures planning and foresight are more important and appealing than ever before at a time of accelerating complexity and innovation. This study sought to investigate how information and communication technology (ICT) changes will alter how human resources management (HRM) functions and activities over the course of the next five years. The document consults a panel of unnamed experts from the 2015 who are academics and practitioners in the field of electronic human resources management (e-HRM). After reviewing theoretical materials, gaining a thorough knowledge of the problems, and consulting with professors, the panel's members were given a two-part questionnaire to complete. After three rounds, which were used to obtain an expert consensus, the rounds were stopped. The results show that future changes in information and communication technology (ICT) will affect HRM. Therefore, organisations must make plans for upcoming technological changes and pay more attention to how research is conducted in this area.*

**Keywords:** HRM, ICT, and Future Studies