

Study on Management Perception About ICT and HRM

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Abstract: *Information and communication technology (ICT) has altered workplace procedures in the commercial world, including human resource procedures and rules. This study article focuses on how managers view the impact of ICT on human resource practises. The study focused on Pakistan's Textile Company by employing a qualitative research methodology. Data collection techniques included in-depth interviews and focus groups with organisation members. A grounded theory and model that highlighted the impact of ICT on changing human resource practises and the change management process in the organisation was established on the basis of thematic analysis of the data and the literature review. The study showed that by coordinating the efforts of other departments and looking out for the welfare of its human resources, the human resource department plays a significant role in the operation of the company. ICT-related changes in human resource management are viewed favourably by organisation managers in terms of cost and time, and they raise employee satisfaction with their work and with their employer. Through adequate awareness and workforce cooperation, the management successfully implemented the changes in work practises and ensured that the staff adjusted to them. Managers think that ICT's increased influence on human resource practises will help the organisation function even better.*

Keywords: ICT, HRM, eHRM, ERP