A Study of Automation System in HR Department w.r.t HCL Nagpur

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Abstract: *An HR automation system is a software application that helps automate HR processes such as recruitment, on boarding, performance management, and employee records management. By automating these processes, HR teams can reduce the administrative workload, streamline processes, increase efficiency, and improve accuracy. HR automation systems can automate time-consuming tasks like manual data entry and paperwork, freeing up HR teams to focus on more strategic activities. HR automation systems reduce the risk of errors, inconsistencies, and compliance issues that can arise from manual data entry and paperwork. streamline on boarding, performance management, and employee records management, making it easier for employees to access information and complete tasks. automation systems can generate reports and analytics that provide valuable insights into HR processes and help identify areas for improvement.*

Keywords: Automation system, HR department, Study, Data management, Communication

I. INTRODUCTION

Human resource is moving beyond its base functionality. Automation is an emerging theme with many functions becoming completely digitized, eliminating the need for human involvement. A 2018 LinkedIn survey2 revealed that Artificial Intelligence proved most valuable in the field of candidate sourcing and candidate screening. The biggest advantage of AI is reading applicant material in lesser time span and also free from human bias or error. Ascompanies grow in size, start to take on more employees, their needs become more sophisticated and the main objective of companies is to save resources and time. Therefore, they are heading towards robotics, virtual training session and AI. Until recently, the benefits of Artificial Intelligence (AI) in Human Resource Management were to improve efficiency of the HR tasks and help in cost savings by automating the repetitive tasks. However now, due to technological advancements, AI has enabled HR teams in the organizations in resolving critical business-related issues which have HR as centric solution, propel tremendous performance improvements areas, and contribute to the profitability and larger business results. AI in true sense has let to evolution of HR to mission critical from strategic and administrative.

II. LITERATURE REVIEW (EVIDENCES)

The human resources (HR) function has enthusiastically embraced technology with a view to provide more efficient and effective delivery of HR services. Supported by new technologies,such as cloud computing and analytics, the e-HRM applications are becoming ever more popular; however, the intangible nature of people management, social processes and actors and holistic nature of technology project management highlight the limitations of technology in HR services delivery. But implementing such automated tools for HR processes will definitely create a friction between the current and newly formulated practices. Employees may perceive this impact in a different way than the organization would. This study examinesthe perception of employees regarding HR process automation in terms of both individual as well as organizational level. Whether HR automation can deliver the quality and satisfaction that it promises? This remains a critical question to answer in today's fast moving technologydependent world.

2.1 Objectives

- To study automation in the space of HRM
- To study automation w.r.t. pace and quality of work
- To study automation w.r.t. skill sets of employees

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- To analyse impact of automation on documentation process

2.2 Hypothesis
Automation is helpful in strategic decision-making system

III. RESEARCH METHODOLOGY
Data collection is an extremely challenging work which needs exhaustive planning, diligent work, understanding, determination and more to have the capacity to complete the assignment effectively. Data collection begins with figuring out what sort of data is needed, followed by the collection of a sample from a certain section of the population.

3.1 Sample Size
The sample size is 50 employees

IV. ANALYSIS & INTERPRETATION

Table 1: Satisfaction with HR policies of your company

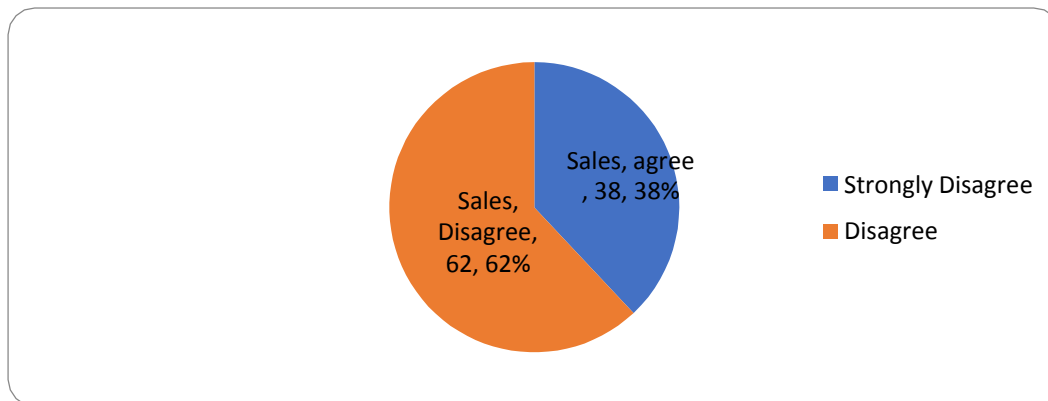| No.	Respondents	Percentage (%)
1	Yes	77 %
2	No	23 %

Fig.1

Intrepretation: From the above-mentioned chart that 77 % satisfied with HR policies ofthe IT Company and 23 % are not satisfied. The percentage of respondents who are agreeing to the HR policies denotes that they are satisfied with the HR policies provided them the opportunityof future growth.

Table 2: Firm rewards people who accomplish their goals.

S. No.	Respondents	Percentage (%)
1	Strongly disagree	38 %
2	Disagree	62%

Fig.2

Interpretation:

From the above-mentioned chart that 38% satisfied with firm rewards people reward whoaccomplish their goals and 62% disagree. The percentage of respondents who are agreeing to thepromotion denotes that they are satisfied with the jobs it provides them the reward & recognition of their hard work

Table 3: Satisfaction with Document process of your company.

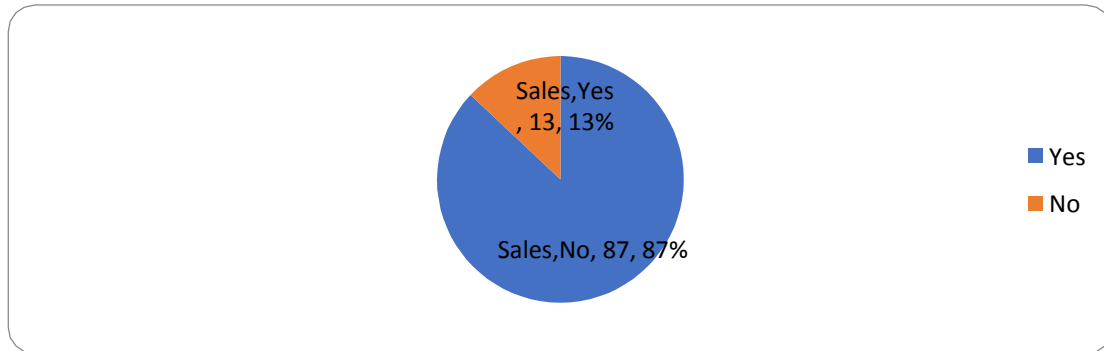| No	Respondents	Percentage
1	Yes	87%
2	No	13%

Fig.3

INTERPRETATION:

From the above-mentioned chart one can interpret that 87% people agree that the documentation process. From the above-mentioned chart one can interpret that 13%people do not agree that the documentation process.To assess the satisfaction with the document process of organization, documentation play a crucial role in ensuring the transparency, reproducibility and maintainability of the system.

V. CONCLUSION

In this study, the researchers concluded that the young working population perceives that leveraging AI into the HR space shall enable the capabilities of the Human Resources domain. It believes that AI is not going to replace HR roles but instead shall augment their capabilities which will lead to a collaborative environment. The automation system implemented in the HR department of HCL Nagpur has had a positive impact on operational efficiency, data management, employee engagement.

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