

Emerging Future Changes of ICT in Human Resource Management

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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

I. INTRODUCTION

Strategic foresight activities assist organisations in preserving adequate flexibility for unforeseen events and future changes. Governments and other public organisations may use foresight to plan long-term strategies, but businesses can set themselves up with the capacity to respond to ambiguous signals and swiftly alter their strategies in response to market demand (Rohrbeck, 2010).

Information and communication technology (ICT) has now permeated nearly all human activities in the world we live in today. Both theoretical and practical research has demonstrated the importance of implementing and utilising ICT in a variety of organisations. While numerous academics have addressed how internet use contributes to the ongoing advancement of information and communication technologies (ICTs). As a result, ICT and its effects on social, economic, and personal development have drawn the attention of numerous scientists in recent years (Moomal&Masrom, 2015).

Almost every facet of our society has been significantly impacted by information technology. The way we live our lives and go about our occupations has changed because to innovations like the telegraph and cellphones. For instance, technology has changed how we handle our finances, interact with others, obtain healthcare services, and educate our pupils. Additionally, it has had a significant effect on organisational procedures, such as Human Resource Management (HRM) processes (Parry & Tyson, 2011).

Human Resource Information Systems (HRIS), also known as Electronic Human Resource Management (e-HRM) or Electronic Human Resource Management, are rapidly being used by businesses to support HRM procedures (Marler& Fisher, 2013).

With the aid of information and communication technology, human resource managers are now better able to generate trustworthy data through a human resource management system, which in turn enables them to make data-driven decisions and offer advice to other managers based on this data. Processes for managing human resources will benefit greatly as a result, becoming quicker, more economical, precise, dependable, transparent, and consistent.

The role and potential effects of upcoming innovations in information and communication technologies on human resource management are examined in this study.

II. THEORETICAL BASIS FOR RESEARCH

E-HRM

The term "e-HRM" was originally used in the late 1990s, when e-commerce was taking over the commercial world, according to Ruel et al. (2008). A method of conducting HRM, e-HRM is the internal application of e-business concepts to enhance management through more effective and efficient information flow. As information technology advances, businesses, especially banks, will be able to manage more HRM operations efficiently, which will increase the amount of information and knowledge available. As a result, HRM specialists are now better able to play a strategic role in gaining a competitive edge. HRMS, a term used to describe the systems and procedures at the intersection between human resource management (HRM) and information technology (IT), is the result of this interaction and junction between IT and HRM. While the programming of data processing systems grew into standardised routines and packages of enterprise resource planning software, it combines all HRM activities and procedures with the information technology industry.

This has evolved since they became more widely known in the late 1990s and were primarily used for administrative and data recording purposes. They are now supporting apps for HRM that are used for recruiting and selection, flexible benefits, development, e-learning, and other processes.

The organisation can cut costs by using the e-HRM. The term "e-HRM" refers to the use of information technology to help at least two people or more in their collaborative performance of human resource activities and practises. HRIS (Human Resource Information System) and Virtual Human Resource Management are not the same as E-HRM. Information technologies serve as a conduit for e-HRM, assisting the organisation in the development, deployment, and acquisition of intellectual capital. Real-time human resource management is made possible by e-HRM, a web-based solution that employs the most recent web application technologies. The e-HRM technology offers a gateway that enables managers, staff members, and human resource specialists to access, extract, or modify data that is essential for managing the organization's human resource and for making decisions swiftly. The World Wide Web has aided in the modification of a number of human resource operations, including work flow, compensation, performance management, recruitment, and selection. In addition to allowing human resource professionals to better serve all of their stakeholders (such as candidates, employees, and managers), these new tools also have the potential to lighten the administrative load in the industry. Additionally, it is quite economical (Swaroop, 2012).

III. CONCLUSION

This study examines how human resource management (HRM) will change experimentally as a result of advances in information and communication technology (ICT). The future of the HR industry will be significantly impacted by the advancements in this sector. This study used the Delphi technique to conduct a three-round issue identification and consensus-building process with a mixed academic and practitioner panel of e-HRM specialists in order to shed light on the future changes of ICT on HRM. The programme directors and panellists agreed that ICT had a significant impact on HR professionals' work and predicted that this impact will grow in the future.

The significance of social media was the study's main finding. The highest ranking response, increased use of web 2.0 technology, suggests that this technology will have a significant impact on HRM in the future. The term "Web 2.0," coined by Tim O'Reilly in 2005, refers to a broad range of technologies, including wikis, blogs, podcasts, linkedin, Facebook, and Twitter. The use of these tools has the enormous potential, in the eyes of human resource (HR) specialists, to revolutionise how business is conducted and increase trust. Next: Extension and Development Recent developments include the introduction of intelligent model types into organisations and the development of mobile applications. Because we can simultaneously have the same amount of time, an announced problem, and the preparation of a repair invoice in a single step, using mobile applications makes part repairs very simple[15]. The start-up businesses can begin operating from day one thanks to cloud computing. A virtual network of computers with storage and virtualization capabilities that offers infrastructure, platforms, and applications is known as the cloud. Whether the HR department should follow infrastructure experts in importance would depend on how the organisation uses clouds. In the 2009 Gartner Executive Programmes survey of more than 1,500 chief information officers (CIOs) worldwide, BI applications were regarded as the #1 technology priority (Sudhakar, 2014). Big Data is the rapid influx

of both structured and unstructured data in massive volumes from internal and external sources. Data volume is increasing much more quickly than organisational technology (Gartner, 2009).

Thus, the HR function in IT organisations is experiencing various changes and new challenges as a result of evolving technology.

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