

Digitalisation of Human Resource

In the last few years, our day-to-day lives have transformed radically through a wave of digitalisation. Especially after the launch of Digital India program that increased Internet connectivity within the country, rapidly developing the online infrastructure, and growth in digital literacy.

The Human Resource Management sector in the corporate world has gone through digital and technological evolution to match up with the increasing dominance of online media tools.

The digital age is in a constant state of flux, with innovations whomping one after the other with each passing day. It is also evolving one's approach to business practices, customer interaction and employee behaviour commanding innovative ways of adaptation to the new market expectations.

The corporate world where customer dialogue and communication has rooted its importance via technology-based communications, marketing and customer service, Human Resource Management has also come in terms with it in a steady pace to manage its employees. Within a very short period of time digitalisation in Human resources has created a whole new sector known as Electronic HR or Digital HR.

Human Resources Management has embraced technology and brought in various ways of people management. The widespread usage of electronic technology has shaped a new kind of HRM. And today, with this kind of growth in India, Human Resource has evolved from being a job to an industry that had an annual growth rate of 21 per cent in the last five years, as per Ernst & Young reports.

With advanced set of technological tools, Human Resources have become more efficient in all the processes, starting from recruiting to retiring of employees. It has drastically changed the ways of administering and thereby improving manager and employee relationship, creating an interactive and approachable environment for all, irrespective of designation.

HR-IT has achieved much importance now because of its use in most of the organisations to increase the productivity through maximising the value of the organisation's most significant asset, people.

The increasing involvement and evolution of technology has brought in operational

efficiency for the HRM endowing them with 'presence' in the complete lifecycle of an employee and helping them through their professional journey.

The modern age innovations have brought in several tests, e-Learning practices and

manuals that aide new joiners as well as on-going employees to educate themselves at any point of time. It is through the HRM procedures every individual within an organisation is aware of his contribution, performance, and role. Going digital has helped HRM to be

present 24 hours for the employee. A transparency has been initiated that was never present earlier.

In the digital age, it is imperative to train a human resource base, that are capable to handle large amounts of

information and subsequently transfer the same information, after processing and repackaging the formation, efficiently, faster and effectively. With the effect of Information and Communication Technology (ICT), the world becomes the proverbial global village.



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