

A STUDY ON ADOPTION OF HR TECH 2020 TRENDS IN IT INDUSTRY

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Abstract—The Human Resources Industry in India is a typical requirement for each business searching for good development simultaneously. From recruiting the correct contender to an organization, and empowering representatives to develop until they give the most ideal educational program, there are numerous things that HR can really do. It is viewed as the most important asset for any association. HR looks at each worry for the organization, from employing the correct individual on the organization's board to guaranteeing that administration works in a sorted-out way to guarantee the achievement of the association. Industry specialists state the HR innovation industry will encounter proceeded with development and advancement in 2020 as new players enter the market, firms will go to innovation for more prominent proficiency and efficiency gains, and investors will be pulled in to the guarantee of HR tech firms. Associations are utilizing HR advancements and utilizing the HR innovation fleeting trend to make ability the board forms increasingly appealing and gainful. HR tech endeavours to make solid representative encounters, putting workers at the core of gifted procedures. Sampling type will be Utilizing a comfort model and the example size is 100. It is viewed as the most important asset for any association. HR looks at each worry for the organization, from employing the correct individual on the organization's board to guaranteeing that administration works in a sorted-out way to guarantee the achievement of the association. Industry specialists state the HR innovation industry will encounter proceeded with development and advancement in 2020 as new players enter the market, firms will go to innovation for more prominent proficiency and efficiency gains, and investors will be pulled in to the guarantee of HR tech firms. Associations are utilizing HR advancements and utilizing the HR innovation fleeting trend to make ability the board forms increasingly appealing and gainful. HR tech endeavours to make solid representative encounters, putting workers at the core of gifted procedures. Wipro is a combination that offers a wide scope of items, arrangements and administrations in frameworks, programming, purchaser care, social insurance, lighting, and foundation innovation. We are driven by our energy for quality and our duty to clients. This drive got us at the best ten most acclaimed organizations in India. Bangalore-based Wipro Limited, India's third biggest, is an ever-developing and various worldwide organization that fabricates and sells items and administrations running from cooking oil and cleanser to human services gear and data innovation (IT) counselling.

Keywords—Human Resource Management, HR Innovation, Outsourcing, Pay-Move Process, Technology.

INTRODUCTION

The Human Resources Industry in India is a typical requirement for each business searching for good development simultaneously. From recruiting the correct contender to an organization, and empowering representatives to develop until they give the most ideal educational program, there are numerous things that HR can really do.

As indicated by the examination led, it is experiencing an extraordinary change as far as the social, financial, and social scene, which is the reason the requirement for the correct answer for development and demonstrable skill is very broad. This is the motivation behind why the HR business in India has increased adequate degree.

Appropriately staffing the business requires a unique business condition. Ensure the HR business is given the full scope of occupation answers for fulfil the client as well as can be expected.

Confronting the developing interest of the HR business, the group deals with the accompanying administrations:

- Outsourcing the enrolment procedure
- Organizational preparing
- Pay-move process
- Organizing client meeting
- Speaking to the group
- Looking forward to expanding the organization's ether area

As per the report, the Indian HR industry has demonstrated gigantic improvement regarding changeless and impermanent enlistment classifications. It is giving extraordinary open doors in the market.

REVIEW OF LITERATURE AND GAPS

E-HRM vows to give cost cutting, administration enhancements and revamping of HR experts to make it progressively vital (Ruel, Bondarouk, and van der Velde, 2007). Following the pace of innovative advances, researchers have offered various meanings of e-HRM, which mirrors the status of e-HRM improvements (electronic, on the web, computerized and even shrewd).

Armstrong (2014) Human Resource Management (HRM) characterizes an all-encompassing way to deal with the enrollment, improvement and the board of people dependent on different methods of reasoning and speculations, a basic component of HRM adding to the effectiveness of the association

Electronic HRM (e-HRM) is characterized as the utilization of data innovation to network and backing in any event at least two entertainers in the administration of HR exercises (Strohmeier, 2007). Its job and capacities have advanced consistently over recent years, from the straightforward arrangement of data (DeSanctis, 1986) to the computerization procedure (Martinsons, 1997) to the HR progress.

The innovative advancement of e-HRM frameworks has improved the digitization of the procedure (McFarlane, 1984; Lin and Chen, 2012) and has hence affected the manner in which HR divisions work (Snell, 1995; Stone and Dulebone 2013), which brings up new issues with respect to information security of individual information (Jafar, 2013; Lehnert and Daffer-Hirth, 2016) or other legitimate concerns (Wang and Tait, 2009; Jafar, 2013).

The scholarly tone is normally alluded to as e-HRM (Ball, 2001; Bondarouk, Harms, and Lepak, 2015; Bondarouk and Ruel, 2009; Hines and LaFleur, 2008; Kovach et al., 2002; Ngai and Watt, 2006; Ruta, 2009; Strohmeier), 2009), the analysts call for progressively observational investigations to educate the idea and suggestions regarding e-HRM reception. Likewise, there is impressive aggregated information about what components ought to be viewed as while embracing e-HRM.

Simultaneously, staff divisions despite everything face challenges in embracing new advancements, and e-HRM results are not generally as positive true to form. As it were, e-HRM ventures keep on announcing disappointments (Martin and Reddington, 2010; Small and Hekkila, 2009; Tansley, Newell, and Williams, 2001), and execution has been lower than anticipated (Chapman and Webster, 2003).

Gardner, Lepak, and Bartol (2003) found that the handy appropriation of e-HRM, rather than saving time for HR experts, made authoritative obligations change with innovation. So, it did not improve HRM administrations. Different examinations show that HR experts neglect to utilize innovation to start and bolster vital choices (Derry and Wiles, 2005); E-HRM innovation was principally used to help routine managerial HR capacities.

NEED FOR THE STUDY

- Studying the advancement of HR in the data innovation industry.
- Encouragement to improve the presentation of HR advancements
- Investigate up and coming patterns in the IT business
- Understanding how much the development of HR innovation adds to the Indian economy

OBJECTIVES OF THE STUDY

- Concentrating how virtual and increased reality can be applied to improve enlistment and preparing endeavours.
- 2020 is to concentrate how HR is increasingly centred around tutoring.

RESEARCH METHODOLOGY

Testing is the determination of tests from people inside a measurable population. It is utilized in factual investigation. Here we take a lot of tests from a bigger gathering. This encourages the inspecting procedure. There are various kinds of testing methods.

▪ **Sample Size**

In this study the Convenience Sampling Method is used

The Sample size is 100 respondents

Test size assurance is the demonstration of picking the quantity of perceptions or repeats to remember for a factual example.

▪ **Area of operation**

The study deals with limited number of organizations.

Tools of Data Collection

Both the primary and secondary data of information are taken into the account for data collection.

- Questionnaire
- Interview method

Data Analysis

The data collected will be tabulated. The resulting tables, charts and graphs will be analyzed, and inference will draw. Data analysis has various aspects and approaches, including assorted procedures under an assortment of names, and is utilized in various business, science, and sociology spaces.

Percentage analysis is the tool used for this study.

DATA ANALYSIS AND INTERPRETATION

TABLE 1: DESIGNATION OF THE RESPONDENTS

<i>Designation</i>	<i>% of respondents</i>
Recruiter	42%
Team leader	23%
Senior manager	15%
Others	20%

From the above table we can see that most of the respondents of our survey research were recruiters as we were concentrating on the HR team in the IT industry for the study. This was followed by the team leaders of the software development employees. We also spoke to some of the senior managers and other type of employees.

TABLE 2: GENDER

<i>Gender</i>	<i>% of respondents</i>
Male	63%
Female	37%

From the above table we can see that the respondents we spoke to for the research study were mainly male respondents. But we also spoke to some of the female respondents even though they were a little lesser in number compared to the male respondents.

TABLE 3: YEARS OF EXPERIENCE WITH THE CURRENT COMPANY

<i>Years of Experience</i>	<i>% of respondents</i>
Less than 2 years	23%
2 to 4 years	45%
4 to 6 years	21%
Above 6 years	11%

From the above table we can see that employees who had about 2 years to about 4 years of work experience working in their respective companies was the major number of respondents of our survey study. We also spoke to some good number of respondents who had less than 2 years and more than 4 years of total work experience also.

TABLE 4: HR TEAM USING THE HR TECHNOLOGY

<i>Opinion</i>	<i>% of respondents</i>
Strongly agree	23%
Agree	21%
Neutral	23%
Disagree	25%
Strongly disagree	8%

From the above table we can see that the respondents were completely divided in their opinion about the HR team using the HR technology in their company. An equal number of respondents said yes, and the same number said no.

TABLE 5: USE OF TECHNOLOGY IN HRM BEEN ABLE TO EFFECTIVELY ERADICATE ADMINISTRATIVE BURDEN

<i>Opinion</i>	<i>% of respondents</i>
Strongly agree	11%
Agree	20%
Neutral	25%
Disagree	38%
Strongly disagree	6%

From the above table we can see that even though the technologies are used to make HR processes easier, most of the respondents of our survey feel that using new technology has not reduced their burden. Only a very few respondents felt that the technology has improved the HR process and now it is easier for them.

TABLE 6: CHALLENGES ENCOUNTERED AS A RESULT OF USING TECHNOLOGY IN HRM

<i>Opinion</i>	<i>% of respondents</i>
Learning the technology	16%
Understanding the process	29%
Accessibility to the information	34%
Others	21%

From the above table we can see that most of the respondents of our survey felt that accessibility to the information in the systems is the biggest challenge faced after the new technologies have been implemented by the company. This was very closely followed by the respondents who said they have the problem of understanding the process flow in the system.

TABLE 7: THE WORKLOAD REDUCED AFTER THE ADOPTION OF THE NEW HR TECH IN THE COMPANY

<i>Opinion</i>	<i>% of respondents</i>
Strongly agree	26%
Agree	27%
Neutral	20%
Disagree	21%
Strongly disagree	6%

From the above table we can see that the respondents in a major number said that the workload reduced after the adoption of the new HR tech in the company. Hence implementation of new HR tech was good for the employees of the company as well as the company itself. However, a good number of respondents did say that they did not feel that their workload has reduced slightly also.

TABLE 8: USE HR TECHNOLOGY FOR RECRUITMENT AND SELECTION PROCESS

<i>Opinion</i>	<i>% of respondents</i>
Strongly agree	21%
Agree	35%
Neutral	21%
Disagree	18%
Strongly disagree	5%

From the above table we can see that most of the respondents of the survey research study said that the company uses HR technology in the recruitment and selection process in the company. They allow the candidates to post resume online and an online interview method is also adopted for the recruitment process.

TABLE 9: E-HR HAS IMPROVED THE DATA INPUT PROCESS

<i>Opinion</i>	<i>% of respondents</i>
Strongly Agree	21%
Agree	12%
Neutral	32%
Disagree	20%
Strongly Disagree	15%

From the above table we can see that most of the respondents of our survey chose to stay neutral when we asked them about the E-HR improving the data input process in the company. Only a very few respondents said that the technology has improved the way the data input has been processed.

TABLE 10: LATEST TECH TRENDS IN THE ADOPTION OF HR TECH

<i>Opinion</i>	<i>% of respondents</i>
Microsoft applications	12%
Cloud	35%

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Google forms	29%
Video conferencing	14%
Others	10%

From the above table we can see that respondents in a major number said that cloud computing has been the latest in the tech trends over the years. This was followed by the usage of google forms to get the feedbacks, and other important information from the employees as well as the potential employees.

TABLE 11: HR TECH HAS HELPED THE COMPANY WITH FORECASTING THE STAFFING NEEDS

<i>Opinion</i>	<i>% of respondents</i>
Strongly Agree	20%
Agree	27%
Neutral	24%
Disagree	18%
Strongly Disagree	11%

From the above table we can see that most of the respondents of the survey conducted said that they definitely agree that using the technology in the HR process in the company has helped them predict the requirement of human resource in the company. But a few respondents were doubtful that the technology has helped them in this direction.

TABLE 12: MORE EFFECTIVE PROMOTION DECISIONS

<i>Opinion</i>	<i>% of respondents</i>
Strongly Agree	28%
Agree	11%
Neutral	20%
Disagree	32%
Strongly Disagree	9%

From the above table we can see that the respondents of our survey in a major number said that the information generated from our HRIS does not help the organisation to make more effective promotion decisions. This means that the company employees are not very much happy with the way the promotion decision is being made.

TABLE 13: HRIS HELPS OUR ORGANISATION TO MAKE MORE EFFECTIVE PROMOTION DECISIONS

<i>Opinion</i>	<i>% of respondents</i>
Strongly Agree	24%
Agree	32%
Neutral	20%
Disagree	15%
Strongly Disagree	9%

From the above table we can see that when we asked about the technology being used in the recruitment process, the employees in a major number agreed that the information generated from the HRIS helps our organisation make better decisions in choosing better people for the organization.

TABLE 14: POOR TECHNICAL INFRASTRUCTURE IS A CHALLENGE WHILE ADOPTING TO THE NEW HR TECHNOLOGIES

<i>Opinion</i>	<i>% of respondents</i>
Strongly agree	15%
Agree	36%
Neutral	25%
Disagree	21%
Strongly disagree	3%

From the above table we can see that more than half of the respondents of our survey research study said that they would agree that poor technical infrastructure is a challenge while adopting to the new HR technologies.

FINDINGS

- Most of the respondents of our survey research were recruiters as we were concentrating on the HR team in the IT industry for the study. This was followed by the team leaders of the software development employees. We also spoke to some of the senior managers and other type of employees.
- The respondents we spoke to for the research study were mainly male respondents. But we also spoke to some of the female respondents even though they were a little lesser in number compared to the male respondents.
- The respondents were completely divided in their opinion about the HR team using the HR technology in their company. An equal number of respondents said yes, and the same number said no.
- Most of the respondents of our survey felt that accessibility to the information in the systems is the biggest challenge faced after the new technologies have been implemented by the company. This was very closely followed by the respondents who said they have the problem of understanding the process flow in the system.
- Most of the respondents of our survey chose to stay neutral when we asked them about the E-HR improving the data input process in the company. Only a very few respondents said that the technology has improved the way the data input has been processed.
- A major number said that cloud computing has been the latest in the tech trends over the years. This was followed by the usage of google forms to get the feedbacks, and other important information from the employees as well as the potential employees.
- The respondents of our survey in a major number said that the information generated from our HRIS does not help the organisation to make more effective promotion decisions. This means that the company employees are not very much happy with the way the promotion decision is being made.
- Most of the respondents in a major number said that they do not feel that adapting the new HR trends has difficulty in converting standardized packages into customized and user-friendly modules. Only a very few respondents felt so.
- More than half of the respondents of our survey research study said that they would agree that poor technical infrastructure is a challenge while adopting to the new HR technologies.
- Almost half of the respondents feel that lack of top management support may be one of the problems faced by the employees while adopting the HR tech in the company. But a huge number of respondents said that the top management in their companies show a lot of support in this matter.

SUGGESTIONS

- As per research, correspondence between the HR division all in all is not many and meager, even though they are significant in each part of the activity. Considering this perception, it is prescribed to execute an authoritative structure that flawlessly coordinates and advances vital correspondence among HR and different workers
- Essentially, the examination proceeds to show the expanding effect of innovation on crafted by HR experts, which is the reason Hemples (2004) suggested that IT content be remembered for the scholarly educational plan for HR

purposes since understudies need to leave colleges more ready for the different difficulties they face from HR innovation. Since EHR is not simply a question of today, its effect will surely not decrease later on

- Despite proof of expanding HR innovation from foundations, there has been little hypothesis improvement here and the scholastic world has neglected to characteristic the effect of innovation on associations to HR.
- Protection from change is a test in HR innovation. Representatives in some cases consider changes to be innovation as a danger. Their jobs in the association can be changed by machine or PC, which can make the activity less expensive and quicker.
- It is along these lines imperative to create systems to address this difficulty. This must be finished by illuminating workers regarding their OK and significant situation in the association. Representatives ought to be prepared to take a gander at innovation as a guide and not be obstructed by their work.
- Tele-conferencing, as found in research, is one of the specialized devices utilized in the association, showing that true to life and contact data must be made for part bunches proposed to have tele-conferencing for meeting purposes or for virtual enrollment. For purposes. This is on the grounds that individuals are increasingly open to speaking with one another on the off chance that they have foundation data of the individual they are really reaching.

CONCLUSION

Primer examination has indicated that HR innovation can diminish authoritative weight on staff, along these lines lessening over-dependence on desk work. On the opposite side, the presentation of e-Ger has demonstrated how HR innovation can change conventional HR, along these lines improving the work, getting moment criticism and consequently sparing time. It has demonstrated that regulatory work can be advantageously accomplished using innovation. Major authoritative issues, for example, enlistment and choice, correspondence is presently handily accomplished through the sending of innovation and in this way lessening managerial weight. Starter and auxiliary examination have contended for recognizing the different difficulties looked by HR innovation. From the abovementioned, it tends to be expressed that the exploration inquiries in this examination have been replied.

From the above conversation, unmistakably HR innovation cannot be utilized solely. The human component (which is the key resource of the association) is expected to empower it. It is obvious from the over that innovation is by all accounts the thing to take care of. In this way, as much as innovation is essential and valuable, it very well may be said that the human or the human part of working these mechanical gadgets is yet significant. Technology does not need to supplant praises and talented laborers.

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