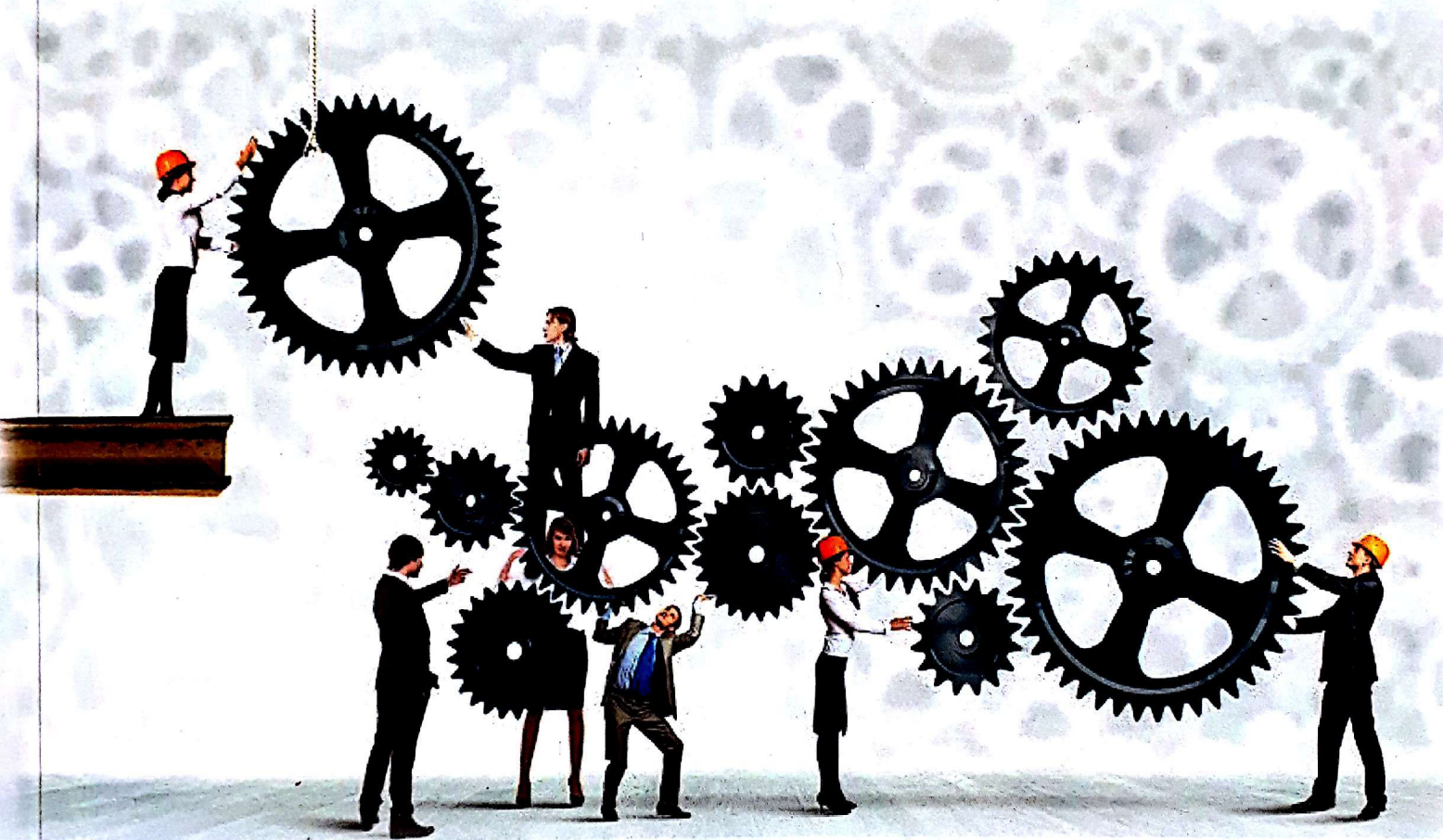


INNOVATIVE ADVANCES AND CHALLENGES IN MANAGEMENT

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THE NEED AND INFLUENCE OF INFORMATION TECHNOLOGY ON FUTURE HUMAN RESOURCE MANAGEMENT

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Abstract - For past 5 years information Technology has an intense effect on HR Practices and Procedures. The main aim of HR is to select the desired employers train them with the required knowledge and to retain them by motivating and attractive compensation package. Human Resource Information system, E-Recruitment, E-Training, E-Selection are the important HR Practices which was evolved due to the influence of IT. This paper gives the detail explanation about the methods used for Human Resource Process with the influence of IT and also examines whether it is effective or not. In addition this paper will also be useful for the future researchers about the practices on using Technology to facilitate HR Process.

Keywords - Information Technology. Knowledge, Compensation, HR Process, E-Training

INTRODUCTION

IT is usable in every department in a business, even in the human resource department. Today, many functions of the human resource department are done electronically, making things faster, economical and more time saving. There is no unit or department in the business world that has not been impacted heavily by technology. we need technology in human resource management because today, human resource is a single unit and it operates as such, it must be served wholly by technology.

OBJECTIVES OF THE STUDY

- To know what are all the different methods latest Information Technology used in HR
- To find the Impact of Technology Advancement through Human Resource Performance.

METHODOLOGY

The research Method of this paper is totally secondary data like journal books and various websites from Internet.

Sample Size

The sample size selected for the study is 72 respondents Who are HR Professionals. The respondents are selected by simple random sampling method.

Tools for analysis:

In order to analyze the preference of respondents, chi-square analysis was used to obtain the various objectives of the study.

Chi – square Test

A family of probability distribution, differentiated by this degree of freedom is used to test a member of different hypothesis about variances, proportions, and distributional goodness of fit.

Chi-square test $(\chi^2 = \sum \frac{(O - E)^2}{E})$

Degree of freedom = $(R - 1)(C - 1)$

Wherein,

O = Refers to the observed frequency

E = Refers to the expected frequency

R = Refers to the number of rows

C = Refers to the number of columns

CROSSTABULATION BETWEEN EXPERIENCE OF THE HR PROFESSIONALS AND THEIR SATISFACTION LEVEL BY USING INFORMATION TECHNOLOGY

WEBSEARCH EXPERIENCE	EDUCATION		TOTAL
	Less than 5 years	More than 5 years	
Highly satisfied	16	9	25
Satisfied	26	10	36
Neutral	6	2	8
Dissatisfied	1	0	1
Highly dissatisfied	2	0	2
TOTAL	51	21	72