

Information Technology Impact On Human Resource Management From Growth And Effectiveness Points Of View

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Abstract:

Extensive developments in information technology have led to major changes in various areas of human life. Since the advent of the Internet in the 1990s, many business tasks have changed. After dealing with issues such as accounting, investment and marketing problems, many organizations have turned their attention to finding a better way to monitor their human resource management. Many organizations have changed the tasks of human resource management from conventional work methods to mechanized methods. Computers have made the task of analyzing vast amounts of human resources a simple task for human resources. Hardware, software, and databases help organizations better and more easily market human resource information. Many organizations have changed the tasks of human resource management from conventional work methods to mechanized methods. Computers have made the task of analyzing vast amounts of human resources a simple task for human resources. Hardware, software, and databases help organizations better and more easily market human resource information. With the vast changes in the business world today, we need better, faster, smarter, and more intelligent human resource management strategies to reduce administrative costs and speed up service delivery. For many years, human resource management was limited to day-to-day administrative activities such as recruitment, selection, and training that spent all the energy and time of human resource professionals. Human resource departments have often been so preoccupied with activities that they no longer have time for value-added activities for the organization, such as knowledge management, culture management, revision, and strategic reorganization. For a long time, human resource management in organizations has been involved performed second-class organizational tasks, And Organizational tasks and processes were not effectively managed as well as there was no measurement of value-added and worthless tasks and that last things is that the new technologies were not properly used in the organization. Due to widespread changes in all areas of the organization created by the use of information technology, human resource management duties have also been affected. Interaction between human resource specialists and specialists in other fields is widely done using information technology systems within the organization or even outside the organization. Extensive electronic human resource services are shaping up major changes in the human resources departments of organizations.

Keywords: Information Technology, Impact, Human Resource, Growth, Effectiveness, Point of View, Development.

1. INTRODUCTION

The impact of information technology on human resource management tasks is due to the use of human resource information systems, which initially had a very simple structure.

These systems are known as human resource information systems. Only in the field of human resources units of the organization and the users of this system are human resources specialists. The

purpose of such systems is to improve the process in the human resources department, although it is also possible to improve the organization's business services.

With the advent of information technology and its pervasiveness in the 1990s, human resource management, like many areas of the organization, has been severely affected by this new phenomenon. The emergence of the human resources portal, which is a collection of information about human resources such as information about benefits, rewards, educational opportunities, knowledge management and continuous learning, has led to the expansion and influence of the use of the Internet. Using these portals, employees can access the necessary information about human resources online. These portals have helped to develop self-service services for human resources. In this way, many of the daily tasks of human resource management have been assigned to employees, and paper games and the involvement of human resources staff in administrative and daily tasks and the occurrence of long delays have been prevented.

Changes in human resource management did not end there. The emergence of new concepts such as e-human resource management has greatly changed the goals, performance and effectiveness of this field. While human resource information systems help HR professionals perform their tasks, e-human resource management facilitates the process of organizational change and transformation while supporting managers and employees in performing their usual tasks.

Human resource management with the help of information technology can best help in macro-strategy of strategic human resource management to reduce costs, increase productivity and empower managers and employees to perform their duties best. Thus, however, the use of human resource management with the help of information technology requires spending money, but ignoring those costs imposes many opportunities on organizations.

Many models have been proposed for the establishment of e-human resource management, each of which emphasizes one aspect of human resource management. The Tamlin model, for example, focused on the task of human resource planning in terms of the various frameworks proposed by O'Brien-Palasz and Bowman. The framework for e-human resource management is based on the theory of Tomilino, Palasz, Alexnis and their colleagues. This model is designed to identify human resource planning factors according to the role of information technology in this field. E-human resource management, which is considered as the foundation for implementing human resource strategies, policies and actions in the organization through direct support of information technology-based channels, that uses human resource information systems. These systems include hardware, software, and databases that are used to provide information for human resource decision-making, analysis, and evaluation.

2. LITERATURE REVIEW

Information technology plays an important role in increasing the efficiency and productivity of human resources and in general in the growth of organizations. Because human resources are the main capital and strategic factor of any organization. On the other hand, today, having high quality human resources with high productivity, having new and up-to-date information and methods and information technology skills, determines the position of nations in the hierarchy of global divisions. When human resource training is objectively aimed at the excellence and growth of organizations. (Nzari, 2017)

In this age, organizations are faced with two choices, either to keep pace with developments or to take the lead. Evolutionary, the choice of each of these two requirements is to pay attention to the characteristics, necessities and challenges that can make this path smoother. The use of virtual education in the development of human resources, known as information technology, is an inevitable necessity in the organizations of the present century and for Achieving comprehensive development in various fields, especially in the field of development and empowerment of human resources and growth of the organizations. (Zafarqandi, 2018)

However, the initial understanding of the concept of electronic enterprise activities, including human resource management activities, brings to mind automation or automation of operations. We have to admit that such a view of information technology is very simplistic in nature, content and functionality. A closer look at the subject shows that information technology is a new way of thinking about new phenomena in a way that everything that could be done traditionally and manually could be

done electronically with the help of technology. On the one hand, it causes the speed, accuracy and quality of services and products, and on the other hand, it leads to a reduction in the cost of exchange, and ultimately makes it possible to achieve and achieve the goals of the organization. (Tabarsa D. Q., 2017)

The current age has been called the information age. In this age, information technology as a new strategy and way of thinking has affected all aspects of human life. And organizations are one of the concepts and institutions that have been strongly influenced by information technology, so it seems impossible to imagine today's organization without technology and its application. In fact, in order to survive, organizations must turn to information technology. This means that in order to achieve productivity and growth, organizations need to be organized they will need efficient human resources. (Qaraqina, 2017)

In general, information technology is considered as one of the most important axes of development in the world, and many countries in the world have considered the development of information technology as one of the most important infrastructures for their organization development. Because the use of information technology affects all levels of the organization. Therefore, given the influence and dramatic effects of information technology on human resources, the efforts of organizations to increase the productivity and growth of human resources can seem somewhat possible. (Najafi, Electronic Human Resource Management , 2016)

In recent decades, after the introduction of information technology, the study of the impact of this technology on human resource management and the growth of organizations has been one of the topics of interest to economists in most countries. Most endogenous growth models emphasize the role of investment in information technology in economic growth in countries, and most studies have shown a positive and significant effect. Technology has focused on growth and productivity in the organizations of developed countries in recent decades. (Poyan, 2016)

Initially, information technology entered the realm of tangible and tangible physical assets such as buying, selling, marketing, and the like, in the realm of organization and management. Technology has shown great interest in establishing and using technology in the soft fields or human capital of the organization. In this regard, serious efforts began and finally came to fruition, and the design of the electronic human resource management system can be mentioned as the results of these efforts. This system soon found its place in leading organizations, and at the same time with the development of information technology, especially design in organizational areas with common language protocols, the system was widely used by organizations. (poorqoli, 2017)

Given the current situation of developed countries, it is clear that information technology is involved in the development and comprehensive development of human resource management. On the other hand, given the direct and close connection between the concepts of development and productivity, it is clear. The strategic importance of information technology in the field of productivity and growth of organizations can also be sought. (Abti, 2008)

By changing the professional capabilities of human resources and the growth of organizations, information technology needs to be given more and more attention, so that education should be ahead of human resources. Brnoalk believes that most managers do not know the true meaning of productivity and are not aware of how important productivity can be to their organization and do not know what factors can affect productivity. However, today the importance of productivity in the organization and the need to study it due to the expansion of competition levels, the complexity of technology, diversity tastes, and lack of resources and speed of information exchange are not hidden from anyone. Productivity is a term that applies to both macro and micro levels, and ranges from global productivity to individual productivity. The main axis of any productivity is the human force of the organization. A force that can be credited with using information technology to advance organizations and companies. (Ekhwan, 2010)

The entry and application of information technology in the organization in various fields will have its own functions including in the field of human resources, and its functions can play many roles to better perform the tasks of human resource management, which in general causes growth and development of organizations. By using information technology in each of the functions, the necessary fields will be created to identify, select recruitment, training and effective use of human resources, and ultimately will improve the performance of human resources and the growth of the organization. (Rokni, 2010).

3. METHODOLOGY

This research is methodologically applied, because considering the conceptual model of research, and the indicators extracted from the literature, it examines the Information Technology Impact on Human Resource Management from Growth and Effectiveness Points of View.

On the other hand, this research is also descriptive in which describes the relationships between variables. So in one sentence this research is descriptive and applied.

Data Collection Method

It is a qualitative research which is concentrated on the secondary data. The researcher tray to find out the Information Technology Impact on Human Resource Management from Growth and Effectiveness Points of View, articles, Books, internet, theses, and databases were also used as secondary sources for gathering information and data needed for this research.

4. Information Technology Impact On Human Resource Management From Growth And Effectiveness Points Of View

Technology

Technology is an integral part of modern human life. Technology that today in various forms such as mobile phones, the Internet, tablets, etc. has created dependence and changed lives. Therefore, understanding the concept of technology alone will make us look at it and clear our actions.

Technology is the method and technique of making and using tools, devices, materials and processes that solve human problems. In other words, technology is a human activity and is therefore older than knowledge and engineering. The United Nations has adopted technology as a set of information, skills, methods, and tools needed to build and use the products they need or to provide the services they need.

From the perspective of technologists, technology is a tool or process used to make better products. But for scientists, technology is the ultimate product of research, or technical and information knowledge that can be turned into a commercial product.

Information Technology

Information technology in the simplest sense means the science of using a set of tools that are the same as processing, storing, collecting, storing, distributing, transferring, security that is applied to information. For those who want to get acquainted with IT information, this definition is a very simple and clear definition.

Information is the source of knowledge and insight in human beings and the purpose of using information technology is to increase human awareness and order in implementation. The three main axes in information technology are hardware, software and thought software (knowledge management). In general, with the emergence of this field, the field of computer has undergone a huge change, while information technology is the leading field of computer and has a completely independent position. Today, information technology is changing the world at an ever-increasing pace, and these changes are evident in all economic, social and cultural spheres. However, information technology is still in its infancy.

Information technology, also known as (IT) for short, is one of the most popular and interesting topics you can learn, and it may not be bad to know that the world's most lucrative jobs are in the same field. If you take a look at the list of the richest people in the world, you will surely find out for yourself, so it is not unrelated that many people become interested in this profession.

Along with the use of information and communication technology in all organizations and the dimensions of human life in the world, it is rapidly becoming an information society. Today, the possibility of accessing the Internet and the use of information resources in all human societies is on the rise, and different societies each use the benefits of information and communication technology, given the many infrastructures created. Creating communication, legal infrastructure and training the

workforce familiar with information and communication technology are examples of efforts made in this regard.

Information Technology Impact on organization from Growth and Effectiveness Points of View

The use of information technology in organizations, like the use of new technologies, affects all economic sectors. Information technology is used not only as another traditional form of capital as a production technology, but also as an alternative to other inputs, leading to the growth of production and increasing the productivity of factors of production.

Information technology is in some ways similar to knowledge, in other words, it has non-competitive features and unlimited expansion. The impact of technology on the growth and productivity of the organization is divided into three categories, In the first case the impact of technology in the form of embodied capital goods, which has resulted in increased capital productivity. In the second case, information technology increases the productivity and growth of the workforce in organizations, in the third case, total productivity technology does not necessarily increase labor productivity or capital in organizations, which is interpreted as neutral Hicks technology.

From the late 1980s and early 1990s, the growth of organizations in some developing countries coincided with the growth of information technology. Regarding the impact of information technology on the productivity of organizations, different results have been obtained in different industries (positive or negative). However, studies that have examined the impact of information technology at the enterprise level have shown the positive impact of information technology on the productivity and growth of organizations, and have shown that information technology is more efficient than other types of capital in organizations. The importance of examining how the use of information and communication technology affects the impact of information technology on the performance of industrial enterprises is summarized. Because despite the huge investment being made to expand the use of information and communication technology, many researchers have not yet reached a consensus on the return on such investments based on firm performance. According to some experts, the new technology is confusing and never increases productivity and performance, and the amount of data that this technology imposes on people often reduces the workforce in the workplace.

Another issue is that information technology along with other impacts that have on organizations, has had a tremendous positive impact on the economic growth of organizations. Organizations traditionally increase their size to reduce transaction costs. Information technology potentially reduces costs to a certain size, shifts the cost curve to the inside, and allows for revenue growth without increasing size or revenue growth or downsizing. Information technology can reduce the cost of internal management, and according to agency theory, the organization, as a set of contracts, is in the hands of people who care about their personal interests instead of organizational cohesion and profit forecasting. Hires employees to do the work on his behalf.

Employees need constant monitoring and management, because otherwise they will be interested in pursuing their own interests instead of the interests of the owners.

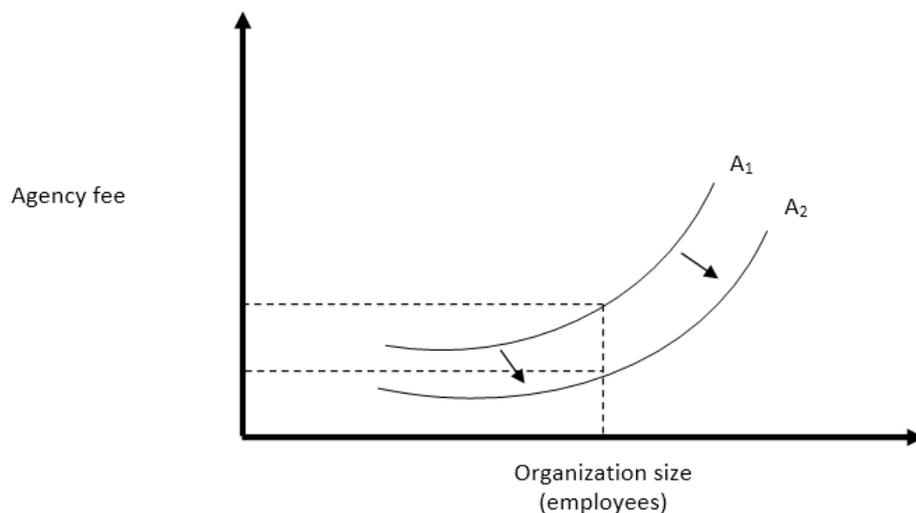


Figure 1 Cost of agency and information technology (Laden and Laden, 2009).

As organizations grow in size and scope of work, as owners need to make more efforts to monitor and manage employees, agency costs or coordination costs increase. Information technology allows the organization to reduce agency costs by reducing the cost of accessing and analyzing information because it facilitates the monitoring of more employees for management. As the size and complexity of an organization increases, traditionally the cost of representation increases. Information technology lowers the agency's cost curve and shifts it to the right, allowing the organization to increase its size while reducing agency costs.

Information Technology impact on Human Resource Management

With the advent of information technology and its spread in the nineties, the management of human resources, like other areas of the organization, was strongly affected by this phenomenon. In this way, many of the daily tasks of human resource management have been assigned to employees and the prevention of paperwork and involvement of employees in the field of human resources in administrative and daily tasks and the occurrence of many delays in carrying out activities.

Electronic human resource management, while supporting managers and employees in performing their usual tasks, facilitates the process of organizational change and transformation. As well as we can say with the advent of information technology in the organization, human resource management practices are changing. This change can be effective if we first identify the activities that information technology can do and provide the basis for these activities. Subsequently, human resource management has become familiar with the new conditions so that it can improve the performance of the organization's human resources by using the capacities that information technology can create.

Some of the results of the application of information technology in various human resource management functions are as follows

- Careful performance
- Performance speed
- System transparency
- Comprehension in system design
- Wide and timely notification using Internet
- Accurate and fast evaluation
- Announce timely feedback
- Performing repeatable tasks by hardware systems
- Invisible control and evaluation
- Establish justice
- Establish more order

5. DISCUSSION

The current study investigates Information Technology Impact on Human Resource Management from Growth and Effectiveness Points of View.

Today, information technology has penetrated all parts of the organization and caused the growth and productivity of organizations and even the most important source of the organization, human resources, has not been affected by this effect. Information technology has led to a relative decline in organizations their resources, especially human resources, should be comprehensive and complete. By using this system, it is possible to increase the employees' authority and give them the complete and required information so that they can perform the task or work of the organization in the best way.

On the other hand, expanding the activities and duties of managers in the field of human resource management and continuous interaction between these activities and the need for coordinated planning in attracting, improving, maintaining and efficient use of human resources as the most important strategic resource of any organization, creating appropriate information system. This information is up to date, It has made the system essential in large organizations. Human resource managers see information technology as a facilitator in making decisions that lead to the success of

the entire organization and help it achieve growth and productivity. In this regard, various aspects of human resource management (recruitment, employment, promotion, Education and Development) can use information systems, in other words, use the electronic human resource management system.

As well as today, information technology has permeated all parts of the organization, and the organization's most important source human resources has not been spared. Informed information technology causes that all organizations have a comprehensive and complete view of their resources, especially human resources. With this system, it is possible to increase the authority of employees and provide them with complete and relevant information so that they can perform the task or work of the organization in the best possible way.

On the other hand many theorists see the change in organizations' approach to human resource management and its alignment with the organization's strategic goals as the influence of information technology in human resource management. Because the axis of human resource development is the use of new and applied information, but information in a logical process called information technology can create and develop serious capabilities in Human resources help. In order to increase the influence of technology and the level of acceptance and the result of creativity and change, information technology with the help of information systems in the organization helps human resources management and adapts it to the organization's strategy.

6. CONCLUSION

In the recent decade's information technology advancement, rising customer expectations have led organizations to be flexible in their search for a solution to sustain and improve performance. Information is one of the most valuable inputs of any organization. Valuable information increases the reliability and stability of human resources in the organization.

Today, information in organizations is collected, processed, and stored by information technology. In the past, more information has been available as documents. Hence, it could only be revealed in one place and given to a specific person. Since the successful performance of the organization depends on managerial tasks, ie planning, organizing, leading and controlling, and performing such tasks also depends on proper information, so the progress of organizations without having information tools and acquiring the necessary skills in the application of information technology and It is also impossible to inform employees, managers and customers to empower them in executive and current affairs.

Management science theorists agree that the proper use of information technology increases the effectiveness of human resources and the growth of the organization. This makes responsibilities transparent and human resources accountable for facilitating and providing better services. Increase and improve efficiency office and the use of various aspects of technology allow human resource managers to use less personnel and to play a more valuable role in the organization.

Finally, it can be concluded that the enormous process of information technology requires new human resource management techniques that need to be thoroughly familiar with information systems and how to best utilize them, and with information technologies to adapt to new and flexible structures, the environment will undergo radical changes in their traditional structures.

7. LIMITATIONS

There is no research which is free of challenges and limitations, the following are some of the limitations of the research.

1. Lack of cooperation of organizations with researchers in understanding the information technology impact on human resource management from growth and effectiveness of organizations, which unfortunately in this research also put additional pressure on researchers.
2. Problems related to the lack or lack of credible sources such as: books, magazines, databases, etc.....
3. Having the wrong culture to privatize credible resources that prevents individuals and institutions from transferring their findings to researchers.

4. Of course, it should be noted that unwanted variables are the result of certain designs and methods used in writing articles, and often endanger the internal and external validity of the article in various ways.
5. Lack of similar research in the field of research of the researcher.

8. RECOMMENDATIONS

Research is a never-ending process, and as each research proceeds, more and more areas for research are raised, making it a never-ending process. Based on previous discussions and based on the findings of the research, several suggestions are made as follow:

1. As stated, this research has focused on information technology impact on human resource management from growth and effectiveness point of view, it would be appropriate to conduct similar research on information technology practitioners.
2. Providing awareness and information to organizations, social institutions and mass media about the special place and the information technology impact in the growth of the organization.
3. Appropriate cultural and social context for changing the attitude of organizations and society towards the introduction of information technology to all public areas of the field of work through public planning and private sector through educational, advertising, media and other professions.
4. Creating motivation among human resources of organizations and society to benefit from continuous training in the general field of information technology and its application in the growth and productivity of organizations.
5. Elimination of negative attitudes in the information technology impact in the growth and effectiveness of organization through human resources in the public sphere of work and employment through cultural planning by public and private organizations.

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