PREFACE TO THE RESEARCH STUDY

It used to be that human resource professionals relied on technology just for administrative tasks such as time and attendance and payroll.

Today, core HR responsibilities as diverse as recruitment, oversight of legal and regulatory compliance, benefits administration, and the safeguarding of confidential employee information cannot be carried out effectively without high-tech tools.

In this world, matters gets measured, many HR executives are turning to sophisticated analytics to gauge their department’s strategic contributions. In addition, many HR managers are borrowing from other business disciplines and integrating collaborative and social networking tools such as listservs, Facebook applications and video.

For these HR professionals, the growth of electronic communication and Internet use requires developing policies governing the safekeeping and appropriate flow of information which includes e-mail and blogs also. Indeed, HR professionals, working in tandem with information technologists, now rely on policy and software to monitor data flow, block inappropriate data which prevent the leaking of trade secrets.

HR professionals also rely on automated systems to direct employee benefit contributions. Such systems automatically direct a portion of workers’ pay toward their retirement savings plans unless employees opt out, for instance.

And while total rewards statements that alert employees to the total value of their compensation benefits packages have been around for years, many companies now are making that information available to workers electronically through HR information systems or self-service sites.
Initiatives for workplace diversity gets a boost from technology. Remarkable developments in assistive technology, for example, have increased job opportunities for people with physical disabilities. Some employers say that investing in such technologies is simply the right thing to do while others argue that such initiatives are good for the bottom line since they allow companies to recruit from a broader pool.

Employers are also turning to technology to assist in evaluating their workers and vice versa. Electronic systems can automate performance-management processes, ensure an accurate "grading curve" and guarantee feedback to employees.

Meanwhile, many companies are relying on technology to streamline traditionally cumbersome employee surveys.

Technology has significant impact on organization and employee development in such areas as e-learning, computer-based testing and workplace collaboration. Organizations are increasingly using technology in training.

Human resources professionals are upping their reliance on technology to manage safety and security information and functions. Workplace safety and security can benefit from technology by facilitating acquisition and analysis of injury and illness data, injury costs per employee, training documentation and management, performance management, electronic communications, digital access key log-in information, security camera data management and identity theft protection.

Biometrics devices which use fingerprints or other physical traits for identification can help to solve some employee discipline problems and protect sensitive data. Time clocks are one of a growing number of workplace applications of biometrics.

During the last decade, the Internet has played a growing role in external recruiting. All-purpose online job boards quickly found a place in recruitment.
Meanwhile, niche sites catering to specific industries and demographic niches such as women and Asians won favor. Online corporate job sites and intranets have become key recruiting tools, allowing employers to get the word out about job openings quickly and inexpensively.

Employers also are using technology to market job openings more strategically. Many capitalize on emerging technology like real simple syndication (RSS) allowing online postings to reach job seekers via e-mail or text message as soon as a new job is posted. Others are enhancing traditional online listings with videos and podcasts.

Meanwhile, employers have had to adapt to tech-sawy candidates and multimedia which resumes that include text, photos, video and sound.

Technology is also playing a pivotal role in the controversy regarding illegal immigration. Tens of thousands of employers are voluntarily using e-Verify, an Internet-powered tool offered free by the Social Security Administration and the U.S. Department of Homeland Security, to verify a match between employees' names, Social Security numbers and immigration information.

Once an application comes in, many HR professionals tap desktop search engines such as Google to check backgrounds. A few employers check out workers' private blogs and entries they may have placed on social networking sites such as Facebook and MySpace. Others sign up for help from computerized background screening services.

Once a new hire comes on board, many HR professionals are relying on electronic onboarding systems to handle tasks including assigning packing passes, computers, uniforms, e-mail addresses and security badges. Some employers particularly those with a scattered workforce are capitalizing on computerized learning
systems for orientation and to deliver coaching on topics from sexual harassment avoidance to conflict resolution.

'New Human Resources (HR) consulting industry is on the rise. Management decisions about HR functions can affect the way a business is conducted. The inverse is also true. The way a business is done can affect HR decisions. The paper explores changes in the way HR functions are performed in the advent of high technology advances in conducting business processes over high-speed communications channels, termed e-business in today's market.

Today we live in a world increasingly dependent upon technology. To meet the changing demands of a technological age, business and industries are seeking to fill leadership and training positions with technologically literate men and women who are adaptable, flexible problem solves. Industrial technology education teachers, vocational-technical teachers and human resource developers are needed to provide the personnel sought for these positions.

Technology and Human Resource Development is helping to meet these growing needs. It has four areas of studies:

(a) Human Resource Development, (b) Industrial Technology Education, (c) Vocational-Technical Education (d) Customized Training & Development

The globalisation of economy completed with entry of Multinationals has made it necessary for companies in India to become globally competitive. One strategy is to Technologically upgrade companies and its resources, the Technology is devided in to following areas

(a) Computer Network
(b) SAP
The HR module enables customers to effectively manage information about the people in their organization, and to integrate that information with other SAP modules and external systems. From the Organization Management perspective, companies can model a business hierarchy, the relationships of employees to various business units and the reporting structure among employees. The Personnel Administration (PA) submodule helps employers to track functionality focuses on employees skills, qualifications and career plans. Finally, the Time Evaluation and Payroll submodules process attendance and absences, gross salary and tax calculations, and payments to employees and third-party vendors.

More and more organizations are concerned about falling behind the technology curve. They are using the Internet or Intranets to provide and communicate information to their employees and to create more efficient workplaces. The human resources department is often at the center of this effort.

Electronic Human Resource Management System (E-HRM System) is a web-based solution that takes advantage of the latest web application technology to deliver an online real-time human resource management solution. It is comprehensive but easy to use.