ABSTRACT

In today’s scenario, where the world is looking at India as a business hub and there is a global competition, security of the organizational information is very critical. With the introduction of human resource departments in the organizations, accountability of employees is also considered at every point of time, like during appraisal, promotions, incentives etc.

There are many changes which the organizations in India need to incorporate to safeguard the outflow and misuse of the information. Even to sustain the employees for a longer period of time has become a critical issue. If employees are happy, punctual, and sincere, the organizations grow and compete accordingly.

Lot of organizations have started realizing the importance of security of information and started applying various means and methods to secure their information like PIN or swipe cards etc.

The Research Scholar has emphasized on the highly secured method for information security as it the prime area of concern for the organizations. Hence a research is conducted on the use of Biometric Processes for the development of the organizational potentials.

The research scholar has pointed that the methods used by the organizations at present have many flaws. Hence breaches are easily possible. The research scholar has suggested another technology which is a secured way of safeguarding the organizational information and its breach is very difficult.

The research scholar has defined the objectives and has worked upon them.

The scholar has done an in-depth analysis of the security system used in the past in the organizations. She has analyzed the present systems. She has also studied as to how the present organizations are safeguarding their information and what all problems they are facing. Analyzing all the above methods, the research scholar has suggested the use of biometrics for security of information and explained how it can be used for organizational development.

The Research Scholar has analyzed the cause of absenteeism of the employees, how it can be reduced and helps in the growth of organization. She has also analyzed the data
gained from a few international organizations and identified the approaches followed for safeguarding the data.

For the primary data collection, various approaches and methods like: questionnaires, interviews, on-site observations have been used As for secondary data, Research Scholar has visited libraries, websites, journals, research articles etc.

From this study, it has been observed:

People are resistant to technological change in the security system of the organizations. They do not accept the changes easily and need to be properly convinced for the smooth functioning of the new system.

Lack of proper security system in the organizations leads to the misuse and hacking of organizational information.

A proper approach for implementing the security system in any organization increases the data security. If proper approach is followed, the data security can be increased and the important data can be taken care of.

It has also been observed that the employees in organizations in India are very casual in their work. Their perspectives and mentality towards working needs to be changed.

Provided identification system is used for accounting absenteeism, it can be reduced to a great extent. Avoidance of Absenteeism increases efficiency and productivity of the employees of the organization.

However, the present research could not cover all the security aspects owing to demographic and space limitations. The research can be carried forward increasing the demographic boundaries and considering the organizations larger scale and studying their ways of managing the information and employees.