

A PROJECT REPORT ON
“IMPLEMENTATION OF IT IN HUMAN RESOURCE MANAGEMENT PROCESS”
, B SRINIVAS REDDY

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I. INTRODUCTION

Technology has changed how we live, work, and interact. In today's fast-changing environment, companies across industries are looking for new methods to compete and develop. Implementing innovative technologies drives growth and success. Implementing new technology and its pros and cons are examined in this study. In the first half, technology is introduced, study objectives, and research methodology are discussed. The Project provides a quick overview of technology implementation and fundamentals.

The second component of the Project analyses 130-person survey data. I created a questionnaire and questioned 130 individuals for primary data. I interviewed several people who visited, where I did my project. I visited other Hyderabad firms to learn about my subject. In Hyderabad, I researched different technology implementation products and techniques to understand why firms choose new technologies. Project topic: "IMPLEMENTATION OF IT IN HRM PROCESS" The data is well-organized and presented. I believe the study results and conclusion help plan new technology implementation.

II. NEED FOR THE STUDY

Information technology has to be studied and used in many areas. Start with a solid grasp of technology, its fundamentals, and its possible uses. Finance, supply chain management, healthcare, real estate, voting systems, energy, and others have excellent technical prospects. various studies examine the use cases and possible advantages of HRM Process to various sectors and the technical elements of information installation and HRM Process usage.

III. OBJECTIVES OF THE STUDY

1. To study about feasibility of impact of adaptation of Enterprise resource planning in sumega Technology.
2. To know about the factor how IT can address inefficiencies, increase transparency, security, reduce costs, or enable new business models.
3. To know about the feedback from the employees to improve ERP productivity in HRM.
4. To suggest best strategies to implement Enterprise resource planning on the continue operations and performance.

IV. HYPOTHESIS

Null Hypothesis (H₀): There is no significant impact of implementing Information Technology (IT) in the HRM process.

Alternative Hypothesis (H₁): There is a significant impact of implementing Information Technology (IT) in the HRM process.

V. SCOPE OF THE STUDY

I can make some major conclusions about the importance and obstacles of implementing an enterprise

Webmark technology's technological system might improve operational efficiency, data management, and customer service. The majority of questioned workers saw the technological system's potential to streamline procedures, improve data accuracy, and improve decision-making.

VI. METHODOLOGY

This chapter discusses the researcher's data collecting and analysis tools. It outlines the researcher's study plan, data sources, collecting instruments, processing, analysis, and obstacles.

Research design & Strategy

The researcher employed a web mark technology case study technique and an explanatory research design to describe new technology installation and associated obstacles.

The researcher used primary and secondary data.

Primary data source

First-hand data from a research project. The research population provided this data using the web mark technologies questionnaire.

Secondary data source

This method seeks processed data. Data came from textbooks, journals, newspapers, company records, and other sources on the research topic.

Research Methodology

This chapter discusses the researcher's data collection and analysis methods. It describes the researcher's study design, data sources, collection methods, processing, analysis, and challenges.

VII. LIMITATIONS OF THE STUDY

1. The study was solely based on secondary data. Thus, secondary data errors may impact the research.
2. The purpose of this research is to examine the use of IT in HRM processes.
3. The study is restricted to personnel from three branches.
4. A thorough research of the issue was not feasible owing to project size constraints.
5. Research study time allocation was limited to 45 days.

VIII. REVIEW OF LITERATURE

Suherlan (2023) This study uses the Technology Acceptance Model and Diffusion of Innovation to address HR management and IT adoption. This qualitative study reviews relevant literature.

Jie Zhang (2023) This research examines digitally transforming human resource management in the digital economy. Human resource management digital transformation causes, orientations, and implications are the main research topics.

Haitao Chen (2022) As China's economy grows, economic globalisation becomes more apparent. As a small and medium-sized firm with low market competitiveness, these difficulties must be addressed immediately.

Archana Deshpande (2022) Technology has become essential in today's society, affecting human

resource management worldwide. Human Resource Management is affected by technology. World enterprises have changed owing to internet and intranet revolution. Therefore, fast technological change is good.

Muhammad Mohiuddin (2022) HRM sustainability is key to an organization's development and success. This research examines university HRM sustainability. We study university HRM sustainability variables using quantitative research methods. Iranian state universities hosted the spring and summer 2020 study.

Mariana Namen Jotabá (2022) The study maps scientific articles, intellectual structure, and research trends in HRM development using new techniques. It seeks to (1) identify research's essential contributions and (2) identify the most significant intellectual structure to help set a future research agenda. This research uses bibliometrics, bibliographic coupling, and cluster analysis.

IX. DATA ANALYSIS AND INTERPREATION

1. From how many years are you working in this organization	Response	Percentage
1 – 3	32	32%
3 – 5	10	10%
5 – 10	30	30%
10 – 15	27	27%
Total	100	100%

INTERPRETATION: - From the above analysis 32% employees are working from 1-3 years, 10% employees are working from 3 - 5 years, 30% employees are working from 5-10 years, 27% employees are working from 10-15 years.

2. In which level of management do you think you perform	Response	Percentage
Top level management	52	52%
Middle level management	8	8%
Junior level management	40	40%

Total	100	100%
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INTERPRETATION: - From the above analysis 52% employees are perform in Top level management,8% employees are performing in Middle level management,40% employees are performing in Junior level management.

3.How flexible are you to adopt HRD practices?	Response	Percentage
Quick	10	10%
Moderate	15	15%
Medium	35	35%
Neither any of them	40	40%
Total	100	100%

INTERPRETATION: - From the above analysis 10% employees are Quick adopt HRD practices,15% employees are Moderate adopt HRD practices,35% employees are Medium adopt HRD practices,40% employees are Neither any of them adopt HRD practices.

10.How well does your organization support HRD in exploring professional interest and goals	Response	Percentage
Motivation	33	33%
Communication	26	26%
Knowledge skills	28	28%
All the above	14	14%
Total	100	100%

INTERPRETATION: - From the above analysis 33% employees are said Motivation support HRD in exploring professional interest and goals in organization,26% employees are said Communication support HRD in exploring professional interest and goals in organization,28% employees are said Knowledge skills support HRD in exploring professional interest and goals in organization,14% employees are said All the above support HRD in exploring professional interest and goals in organization.

X. FINDINGS

1. 32% of employees stay 1 to 3 years, 10% from 3 to 5, 30% from 5 to 10, and 27% from 15 to 25 years.

2. Top-level management comprises 52%, middle-level 8%, and junior 40%.
3. 10% of workers adopt HRD practises quickly, 15% of employees moderately, 35% of employees' medium, and 40% of employees neither quickly nor moderately adopt HRD practises.

XI. SUGGESTIONS:

1. Less manual effort should be done so that senior staff members may concentrate on their main tasks.
2. In order for employees to perform better in the future, it is vital to create programmes that will help them comprehend their talents as well as the limits of those capabilities.
3. It is essential to create programmes that will help employees determine their strong points and places for improvement. A sizable majority of workers believe that candidates' suitability for open positions is not taken into consideration when making judgements about promotions. Corrective actions must be performed as a direct result of this. It is highly advised that in order to better understand the promotion criteria, the personnel department meet with groups of workers. Additionally, this will provide the personnel department the chance to look into the causes of employees' dissatisfaction with the promotion criteria, which is a benefit.

XII. CONCLUSION:

The current practises, regulations, and incentives provide employees a glimpse of the culture that is forming at their place of work. The suggested solution is to keep a healthy environment in place for the long run. Human resource development, or HRD, has an impact on employees' motivation, satisfaction, and production levels. The goal of this research was to examine the many types of organisational cultures that may exist as well as how workers perceived these cultures. The information shows that Webmark employees have a thorough awareness of the corporate culture in many different areas. Despite having a broad range of educational backgrounds and varying years of employment with the company, the workers' perceptions of organisational procedures are consistently favourable.

XIII. BIBLIOGRAPHY

BOOKS / MAGAZINE

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