

Is HR Going to Obsolete in IT Era

Abstract

Do you remember the Personnel department. That's what the term by which human resources department used to be called, when 90 percent of its function was collecting and filing new hire paperwork from employees mostly. If you don't remember the Term personnel department, it might be because it was rendered obsolete around the 1980s and 1990s.

It turns out businesses needed a higher level of sophistication than just a paperwork. Companies in particular needed experts in the areas of labour compliance, enforcing corporate rules and regulations, as well as responding to benefits questions from employees and paperwork. So the personnel department evolved to become known as HR.

Now, it's HR's turn to evolve rather obsolete.

Keywords: Human Resource Management, Information Technology.

Introduction

In this contemporary IT Era, where all the HR functions can be outsourced or can be managed efficiently by HRMS solutions in the market which are easily available in very cheap cost due to technology flood.

It can also be seen in the way that there is no viable future for the HR function, and HR professionals will inevitably be replaced by software's.

There are few points to elaborate it more:

Outsourcing will be Preferred in Spite of In-House HR

Many businesses are going to get a lot of capability done by better technology, more self-service and the employee doing a lot on their own

Entry-level HR jobs, as they currently exist, will all disappear as transactional tasks are consigned to outsourced services.

With employees taking on increasing responsibility for their benefits, we'll see not only the administration of benefit programs but the entire benefits department become outsourced.

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The internal HR function will survive. As Chip Luman, the COO of HireVue, explains, "Given the ongoing regulatory environment, the need to pay, provide benefits, manage employee relations issues, and process information will go on."

In House HR's New Core Competence will be Strategic Thinking



More recently, an Economist Intelligence Unit report stressed the need for C-suite executives to partner with HR to drive growth. In support of that, over half the experts mentioned that HR needs to increase its strategic value to the business. Dr. Presser says, "This includes the ability to make accurate projections based on understanding of the goals of the business and using metrics that describe more than lagging indicators, such as how long it takes to fill a job or the per-employee training spend."

This strategy role cannot be outsourced. "Strategic planning requires in-house expertise."

HR Professionals is in a transition into HR Business Professionals who not only understand HR functions but also understands business operations and strategy."

From Generalist to Specialist

Earlier we were in a 'generalist' mode and now the pendulum may be swinging back toward the specialist. HR generalists as we know them will disappear

There will be more specialized roles

This to be the case as the employment landscape becomes more complex with changing regulations around employment law and benefit compliance with the Employment and statutory Acts.

Managing Remote Workforce in An Effective Manner will be A New Norm

Remote workers is a growing challenge to managers who are not effective in managing people at a distance. Automation and a different set of expectations will be part of the solution. New technologies will be used to analyze the work production instead of the working time. Results will

become more important and business will expect HR to be producing more result-driven performance analysis.

HR will need to become much more like Marketing

Recruiting is going to become more like marketing, identify specific micro-segments of either job seekers or job holders that you want to target to bring into your firm, just like a marketing firm would.

It's also important to remember HR needs to provide much of the framework and consistency around effective people management in the form of HR policies, practices and programs. And there's also the important employee advisory role many HR practitioners play (although HR exists primarily to serve the needs of the employer, not employees)

Yes, Rapid changes in technology have affected businesses in more ways than we can count, from globalization and organizational adjustments to a workforce clamouring for remote and mobile job opportunities — and human resources has had to adapt swiftly. If HR wants to continue to play a critical role in helping businesses anticipate and manage organizational change, it must have technology at its core.

To add more to this paper, New technologies that will infact help to HR in a transforming way.

Few Suggestions

Big Data will make HR More Smarter

Compliance and risk avoidance are essential principles for HR, underlying every function and task. Because of this, HR has earned a reputation for being mired in time-consuming duties with significant amounts of paperwork.



But technology has changed much of that monotony, via new HR portals and platforms that digitize much of the information HR needs to process. Today's technology gives HR professionals access to the power of Big Data — impacting the way businesses understand their customers, market to new audiences, and communicate with existing and prospective employees.

When combined with other technologies, Big Data provides a tremendous amount of insight and allows HR professionals to make decisions backed by concrete information and more efficient processes.

Cloud will Help Cleaning up the HR Office

The cloud is another innovation that's changing HR in a big way. Both collection and storage of data have always been a big part of HR's function and, until the cloud, meant hard drive space, piles of paper, filing cabinets, and desk drawers. Naturally, this led to inefficiencies, security issues, data loss, and chaotic office spaces.

Employees will get What They Want with Mobile Technology

Cloud security makes it easy to limit access to information. At the same time, cloud-based mobile platforms allow individuals to access their information more readily than ever before.

Mobile HR apps make it easy for employees to access this kind of information anywhere and anytime. And that makes life easier for HR workers, too.

Conclusion

In today's era of business, what companies want to see from HR is a group that can develop the organization culturally; strategically advise the company's leadership on talent; and consult and help employees on personal development, growth and performance.

A 2014 *Harvard Business Review* article even suggested breaking the HR department into two parts. The first part would be administration (basically the traditional notion of HR), reporting to the CFO, and the second would be HR-LO (for leadership and organization), which would focus on improving the people capabilities of the business and would report to the CEO.

What's more, the future of business and organizational performance isn't going to need as

many tacticians. Just as robots will soon replace professional taxi and truck drivers and manufacturing jobs, artificial intelligence is poised to replace many HR professionals in many of the back-office administrative tasks they're used to completing.

There are some encouraging signs of change. Disrupt HR, an organization similar to Tedx, holds conferences to discuss new ways to manage talent. It believes that how we've approached people and talent in the past will not be the best way to approach it in the future.

Many entrepreneurial companies now deliberately avoid using the term "human resources" for "people" and "culture" in attempts to make the old seem new. This is an acknowledgement by cutting-edge CEOs that HR isn't working and that reimagining its title is the first step if rethinking the role.

Many HR professionals tend to be process-oriented in an era that demands creative and strategic thinking. Workforces today are less about control and more about self-management and direction. For these professionals to enhance their credibility and elevate their standing in the organization, it's time they take the initiative and start moving their own development in this direction.

To prepare for Future HR need to be: keep learning, keep updating, keep abreast technology, Risk-taking and networking will help.

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