Technological Trends in Human Resource Management.

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Abstract

The world of technology and mobile computing has made the concept of "traditional workspace" a thing of past. Today, employees can work from anywhere at any time. Technology has completely redefined the role of human resources all over the world. Recent advances in technology have transformed nearly every aspect of HR, right from sourcing to performance management. Some industry experts opined that technology is one factor that is impacting the HR department to a great extent.

Introduction

HR technology providers are increasingly designing applications for employees first, to enable workers to learn and develop, collaborate, share feedback, steer their careers, and even manage other people more effectively. The trend reflects a major shift from a decade ago, when vendors designed HR systems primarily to streamline HR administration, improve record-keeping, and help redesign HR processes. Today, digital technologies are transforming nearly every aspect of HR, from sourcing and recruiting to talent and performance management. HR technology Any

technology that is used to attract, hire, retain, and maintain human resources, support HR administration, and optimize human resource management.

Recent trends in Human Resource Technology

1. Mobile emerges as a new HR technology platform.

With Smartphone use surging and employees across a range of functions seeking access to corporate applications via their mobile devices, companies are scrambling to adapt their HR systems accordingly. In some cases, they may create their own apps—pared-down versions of enterprise software that offer users streamlined access to basic HR functionality, such as submitting time sheets or expense reports. In cases where companies are ready to replace existing HR systems, they may look for vendors that offer mobile apps as part of their core services. Regardless of whether companies build or buy, delivering HR functionality via mobile platforms requires companies to consider the different features, mechanics, and user dynamics associated with mobile devices.

2. ERP vendors catch up as credible talent management providers.

A decade ago, the talent management market was dominated by best-of-breed providers selling licensed software. Recruiting, learning, and performance management tools were sold as separate products, forcing companies to stitch those systems together and integrate them with their ERP systems. Then ERP vendors began acquiring these smaller companies and weaving specialized talent management products into their broader suites. As a result, many ERP vendors now provide end-to-end talent management solutions that meet the requirements of large, complex organizations.

3. "Built for the cloud" technology providers redefine HR functions.

Even as ERP providers expand their HR product lines, a "third wave" of vendors is emerging with cloud-based talent solutions that are user-friendly, inexpensive to buy, and built for mobile

devices from the start. These new vendors target a range of core HR activities, including payroll, recruiting, learning, and employee engagement.

4. New software categories include feedback, engagement, and culture management.

Companies have grown increasingly concerned about low levels of employee engagement. In response, a plethora of software vendors have popped up that provide new tools for soliciting real-time employee feedback, assessing culture, monitoring engagement, and managing employee performance and goals. These tools allow organizations to more promptly uncover and respond to employees' issues, needs, and suggestions.

5. Performance and goal management are reinvented with feedback and check-ins.

Dozens of large companies that have replaced traditional, year-end performance management practices with more agile, real-time, and feedback-driven approaches have found their existing performance management software doesn't support their new processes. Startups see an opportunity to fill this gap but, to date, they have yet to build into their products many of the features that large companies typically want, such as reviews and ratings. As a result, companies may have trouble finding the appropriate tools to support a performance management redesign.

6. HR technology innovation brings employee engagement to the fore.

The HR technology landscape is changing more rapidly than ever. As CIOs and HR leaders look to upgrade and replace existing HR systems, they should consider vendors and tools that offer consumer-like experiences, mobile capabilities, and predictive analytics—and allow employees to test them for ease of use, not just for features and workflow. The number of employees using HR tools and the duration and frequency of their usage will become important measures of engagement and effectiveness.

7. Better Data for Managing, Recruiting and Retaining Employees

The availability of HR technology is also expanding companies' abilities to better recruit, retain, and manage their employees. Social recruiting is helping companies reach new candidates while HR technology, such as time and attendance systems and integrated data management, can provide better visibility into the employment process. HR technology can help companies make smarter decisions throughout the hiring and employee-lifecycle process. With such benefits, investments in HR technology should remain a top trend in the year ahead, across the organization. In a recruiting pool where candidates can find a job on Twitter, apply via a mobile device on LinkedIn, conduct mobile video interviews, use digital signature technology to sign their offer letter, and show up for their first day of work remotely, it's clear that technology has completely infiltrated the delivery of hiring solutions—and companies that invest in technology today may reap the most rewards.

8. The Use Of Talent Websites

With the rise of globalism, more and more business owners are realizing that real talent is not confined to a specific geographical region. In recognizing this principle, many of these business owners are requiring human resources representatives to make use of international talent sites and forums to find qualified job candidates.

9. Video Job Interviews

As Alison Doyle points out in her important article "Video Job Interviews: Video Interviewing for Employment," more and more employers are utilizing web-based video interviews during their hiring process. The video job interview can be employed in numerous ways, such as to conduct a screening interview. In other events, the majority of the interview process can take place through the use of video. With this technological trend, human resources representatives can easily interview candidates from all over the world.

10. Big Data Powers Organization

Ensuring compliance and avoiding risk are the two key underlying aspects for every function and task. However, technology has transformed the monotony through HR platforms that digitize the information **human resource** needs. One such technological trend is Big Data, which is helping HR professionals to understand their customers, market to target audience group and

communicate with prospective customers. When integrated with other technologies, Big Data helps to gain a deep insight and allows HR professionals to make decisions powered by vital information. Big Data gives HR managers a fact-based view of the current workforce, and helps them to identify emerging trends. Moreover, analytics helps recruiters assess potential employees and let you make better risk management decisions.

11.Mobile Apps are the Future

Smartphone is likely to dominate the HR landscape this year. As the workforce across various operations seeking access to applications via mobile devices, companies are considering to adapt their HR systems. Delivering this kind of functionality implies that organizations will consider HR applications with mobilization process and the interface that employees are looking for. More on, the trend of creating applications that streamlines the basic HR functionality continues to evolve. Today, mobile apps have become essential for every application that a company develops.

12.Social Media – A powerful tool

Social media plays an active in HR today, especially when it comes to recruitment. Around a quarter of employers are using social media channels like Facebook and LinkedIn to recruit staff. HR departments can use social media not only for recruitment and also for employee engagement. It is considered as a prime source for companies to reach their HR goals. Enterprises can use social media channels to reach target audience with job postings and other company related information. Few organizations use social media to tell their organization's success story through photos, blog posts, Tumblr and Pinterest pages. And, job seekers are using these social networks to find about the company. It's a good source to know what current and potential employees are saying about your company.

Social media offers countless benefits to HR professionals and lets them to keep up with the news, technology and trends. You can nurture relationships by sharing the industry knowledge. All these reasons have made it an ideal platform to engage employees, build relationships and bolster communications in the workspace. More companies will consider integrating applications with LinkedIn or Facebook instead of developing corporate applications in the future.

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13. Bring Your Own Technology (BYOT)

Most companies love the innovation that can make their products work smarter. BYOT has become a new trend today, and companies started embracing it due to the level of convenience it brings to businesses. However, security is one of the top most concerns for businesses. Companies that develop the concept of BYOT should make sure that their policies include guidelines for protecting confidential data and ensure proper measures are put in place if their device is lost or stolen.

14. Wearable Technology

Top companies like Google, Apple, and Microsoft have started introducing wearable technology in all the devices. These wearable devices can make your employees stay connected and improve time management. Infact, wearable technologies provide a wealth of opportunities for employee engagement, including increased productivity, benefit incentives and security. Wearable devices not only improve communication and also enhance operational efficiencies. And, some businesses are exploring new ways to turn wearable device into powerful tool. Any HR department that considers switching to wearable devices should get an idea about what type of information the devices can track and how the compliance works.

15. There Will Be A Move From Quantity To Quality.

We've been deluged with technological advances, and many Leaders and HR departments have embraced some, or if very innovative, many of them. Only to later find out (after spending money and resources) that some are a terrible match for their organizations. I see much more selectivity in the year ahead. Instead of asking, "Is this amazing technology?", the question will become, "Is this technology a good match for us?"

16. Real Time Talent Management Matters.

Tools that allow continuous monitoring of performance are better for everyone. A formal employee review every six months is fast becoming obsolete. What is far more important is software that enables us to stay on top of things in real time. Problems are nipped in the bud and the good stuff like recognition, gratification and rewards are in place to offer more productive

employee relationships that can be nurtured. No more playing catch-up. Real time monitoring gives HR and Leaders more power to do more good and weed out the people who are not a good fit.

Implications of Technological Disruption

Digital drives many significant implications for both business and human resource department. Take a look at few advantages:

For business

- HR department takes more strategic role
- Employees will become the decision makers
- Eliminate silos, bridge gaps
- Talent management process becomes better
- Talent practices will play a key role

For Human resource

- Almost every aspect of the HR will be streamlined
- Collaboration and new organization structure will be evolved
- HR can analyze employee data, and create customized talent offerings
- Evaluating external technologies and making businesses more strategic

Conclusion

While technology plays a crucial role in transforming human resources management software and operations from personnel management to business execution, technology itself does not create this change. HR managers must leverage technology to drive a real value to the business. Since technology in HR is still at the nascent stage, it has become imperative to use analytics – just to ensure better productivity, seamless transitions from roles, behavioural assessments, learning and development, counter attrition, hire perfect talents, and the list is endless.

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