

## **THE IMPACT OF ELECTRONIC TECHNOLOGY ON HUMAN RESOURCE MANAGEMENT**

Human Resource Management is “the comprehensive set of tasks concerned with developing and maintaining a qualified workforce in ways that contribute to organizational effectiveness”. Since its inception, the HRM function has been witnessing dramatic and dynamic changes, forcing it to become more responsive to the demands of the fast evolving business world. Technology plays a vital role in achieving this goal.

We live in an era where technology has changed the criteria of our practices and understandings. It has touched almost every part of our lives from the household to the workplace. Technology also had a share in affecting the HRM function, whether it is in forming a challenge or by being a tool to use on the departmental and organizational level.

Technology is used to manage human resources positively and contributes to corporate goals. Effective human resources management requires a number of staff to carry out different tasks of this department.

Technological progress, however, is accompanied by an increase in the cost of production, but the firm truth is that this initial cost is offset by a greater reduction in the cost when production capacity increases, and the salaries and wages of labor or human resources that have been dispensed as a result of technology substitution.

Automated data processing can be done to calculate the all determinants that affect the employee's wage more accurately and with virtually no errors. Electronic programs also form a data record that eliminates paper records.

Technology changed the whole role of human resources for the better and made the work more accurate. HR Technology Provides Managers with basic leadership instruments to help oversee costs and empowers them to lessen the time spent on regulatory and legitimate consistence work, while keeping up an efficient and effective workforce to convey quality assistance.

HR departments, presently increasingly agile through innovation, have more noteworthy opportunity to have a critical effect on corporate culture and profitability on account of new arrangements that improve human capital administration and advancement.