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THE IMPACT OF TECHNOLOGY ON HUMAN RESOURCE MANAGEMENT

The technological development that helped the world in the last decades of the twentieth century, and the subsequent development in the first decade of the twenty-first century, this development necessarily entailed direct and indirect development in human resources in all organizations, companies, institutions and enterprises, and at all administrative levels. Production, financial, marketing, sales, etc.

The purpose of the work is to show the significant impact of technology on human resources. As it has contributed to the development and speed of completion of work such as electronic applications for employment, databases and others.

This work explains the strong relationship between the adoption of technological progress and the size of human resources in organizations and companies, this relationship takes the form or pattern of the inverse relationship in most cases, and the form or pattern of the relationship in a few times; dependence on low-skilled human resources, or labor with routine work, especially clerical and administrative (inverse relationship). The more dependence on progress and technological development, the greater the dependence on specialists and skilled technicians (a direct relationship). And it shows how technology enhanced the work and role of human resources.

Key words: technology, labor market, human resource management, technological development.

Introduction. Human Resources are the individuals employed in an organization to carry out different jobs in exchange of wages, salaries and other benefits. 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. From a cost center to the driver of the business success, HRM was affected by several factors that have contributed in changing its role in the organization [1].

Fast change, fierce competition, globalization, technological advancement and the new Knowledge economy which is based on intangible assets, hence employee knowledge and organization’s culture, have created a challenging environment for the organizations of the twenty-first century. These given changes have led organizations to realize that the main competitive advantage they can gain and control is related to acquiring and maintaining competent people. Hence, the human resource management function has become a required and essential function in management, and efforts invested in people were to be streamlined with the organization strategy, therein HRM had to become strategic and channel its activities to contribute in organizational success, and channel its activities to contribute in organizational success. Technology plays a vital role in achieving this goal.

Main part. 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.

Further promoted by globalization, technology has drastically impacted our conception of tasks and functions at the workplace. It has created new jobs and annulled others, it has turned around the distribution of authority and decision making in organizations, and it has dramatically affected work processes and business transactions to the extent of “producing profound changes in the way both old and new firms compete, organize, and manage”.

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. The use of technology in HRM has no doubt played a major role in shaping the discipline to take its current form. A quick look at related literature reflects the pivotal role of technology in Strategic HRM. As per the different scholars and practitioners (Ulrich, D., 2007; Sleezer et Al, 2002; Shuler and Jackson, 2007; Lengnick-Hall and Lengnick-Hall, 2003), technology is considered one of the necessary tools that help making HRM a strategic function in the organization. At the same time, the experience of many organizations has revealed that automating the HRM function is not exactly a panacea, as it also carries with it many challenges [2].

Technology was promoted as one of the essential tools in making HR strategic. It was supposed to compensate for HR’s lag in administrative efficiency, however it has proved to be more than a mere tool that helps HR in its administrative operations.

Modern technology has a significant and direct impact on all business sectors. Whereas, the use of computers, smart devices and internet has caused a direct and significant change in the majority of commercial, industrial and service businesses, including human resource management, as described below.

1. Electronic Recruitment. The impact of the introduction of modern information and communication technologies on the recruitment process led to a significant development and reduce the old methods of advertising and publishing jobs in local newspapers as well as the introduction of networks for business, where communication and direct conversation between the parties through the internet. The direct link between the applicant and the recruiting company resulting in increased communication efficiency.

2. Training. The process of training and education of staff using modern technology increases the efficiency of training and also costs and low using specially designed educational and training programs and also through electronic networks.

3. Electronic Management. Electronic management is one of the most important ways of communication between management and employees to know their performance, receive data from them to apply, improve and implement the organizational structure of the company. There are many modern systems available to evaluate applicants and determine their possibilities and if they need training before appointment [3].

4. Database and system of human resources and storage. Modern technology has effectively contributed to the reduction of paperwork and the time factor for printing and arranging data in files and storage where now everyone can use electronic computer and hard drives to store a huge amount of data and stored in a structure that facilitates the user to access and extract the required file from among the thousands of files stored information for workers and Records as well as prevent them from damage.

Many specialized researchers pointed out that the diversity of technological characteristics between a technological form or level and another technological form or level may lead to a direct or indirect difference on the characteristics of human

resources in organizations, companies and institutions. This is due to the following reasons:

- the close relationship or connection of every form or level of technology with specific expertise, skills and competencies that must be available in human resources;

- the technological progress and development is mostly linked to high-level human resources, and high salaries and wages, and this requires the organization or company to make the most possible benefit from these human resources, to compensate for the large expenses incurred due to the high salaries and wages that these human resources obtain;

- economic progress and development imposes high levels of performance, to which human resources operating within the organization or company are committed;

- progress and development requires that the human resources in the organization or company be at the highest level to be in line with this technological progress, and this in turn imposes that the organization or company must prepare its human resources – before using modern advanced technology – by providing a theoretical educational material about this technology to be applied, Specialized training programs are in line with this technology, and raising the level of human resources does not stop at the level of qualification alone, but training programs continue in particular in order not to cause drops or hiccups, or lack of a good assimilation of modern technology applied during the production process, and then the quality of the products provided by the organization or company is affected [4];

- technological progress and development often results in abundance or surplus in the human resources available to the organization or company, which impose on senior departments, and human resource departments special policies to take advantage of these human resources, as well as the existence of plans to dispense with them (table) [5].

Elements of Enterprise HR System Strategies

Element	Description
Current State	An outline of the current state of your organization's Enterprise HR Technology, including integration points, vendors, and ownership details
Scale and Scope	Careful account of the internal and external workforce that requires support and access to technology that falls within the Enterprise HR environment. This often includes workforce demographics, as well as locations, and priority to organizational long-term strategies
Benchmarking Data	Data or analyses of how your organization's current state compares to peer organizations in culture, size, industry, or complexity
Blueprint Enterprise	Enterprise documentation of the outcomes desired from HR Technology environments, recommended application adoption or changes to achieve enterprise outcomes
Roadmaps	Timelines, responsibilities, communication plans, and KPIs associated with any approved application changes or updates
Governance Principles	Identified decision makers, ownership models, and guidelines for making decisions on Enterprise HR Technology environments, data management, and privacy issues
Expenditures and Budgets	Past expenditures and future budgets for Enterprise HR Technology environments
Resources and Outsourcing	Careful account of both internal and external resources, as well as outsourcing agreements that support the Enterprise HR Technology environments

Technology is used to manage human resources positively and contributes to corporate goals. The HR department can collect a great database that enables it to study, analyze, evaluate and come up with decisions that help develop the company faster and more accurately, during the recruitment and training process.

Effective human resources management requires a number of staff to carry out different tasks of this department [6].

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 level of wages by calculating the rate of wages, the number of hours worked, social security deductions, health insurance, income tax and all other 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.

One of the biggest risks to companies that implement electronic process automation technology is knowledge management and dependence on computers in carrying out normal human tasks. While we automate processes, we find that a person loses control and knowledge of these processes, which negatively affects the management of process knowledge within any organization.

What will happen if the computers break down? Your operations will stop. Automation may also increase the risk of fraud and fraud. There are common security risks in IT operations, but if automated operations are used, these risks will increase further, as hackers can take control of an entire organization for ransom. Therefore, change management is part of the human-machine relationship in companies, and the more people depend on the machine, the more complex and risky this relationship becomes [7].

As the distinction between employments disappears, the fundamental human interaction, or the distinction between man and machine, in which we replace man with the machine, will determine which companies are at the forefront of the technological development curve. There are two types of people in this world. Some of them possess knowledge, and some of them lack it. The application of technology is no longer one of the distinguishing factors any longer. Rather, it is the continuous innovation, accompanied by the rapid development of technology, that will make the difference, and which will resolve the competition between institutions. Automating electronic process-

es is one of the first steps in this journey. The distinction between man and machine should not be the only motive for this journey, but rather it should be a priority to enhance the experiences of customers and partners. The intrinsic interaction between humans, computers and machines will determine the optimal way to combine humans and computers in any institution seeking to advance. It is also imperative that all individuals have access to training from time to time (for example, on an annual basis).

Risk, Security, and Data Privacy are developing points of discussion for HR and IT. Associations that catch or move information of any sort must teach themselves on the most recent laws and guidelines concerning Information Security and confirm that their Cloud merchants are additionally steady in regards to these issues. Points, for example, the European courts' negation of Safe Harbor runs in 2015 and the new Broad Information Security Guideline order producing results in 2018 offer feature space with the most recent round of hacked shopper and business-level IT situations.

While 48% of associations report they are Successful at taking care of Information Security Procedures, developing difficulties from hacked situations and expanded punishments for misusing individual information lead associations to scrutinize their degree of arrangement. It might be that in the present time of brand the executives and hyper estimation of individual information, being powerful at Information Protection forms just isn't sufficient—associations ought to make progress toward transformational forms. Those associations with an EIS are twice as prone to as of now have Transformational Information Protection forms set up. As associations keep on building customized HR situations conveying genuine business understanding alongside close to home representative data, exploring information challenges turns into a future zone of concern.

Without an Endeavor System for the HR innovation stack, associations keep on spending more on all out HR innovation consumptions per representative, decrease the general number of workers they can serve per HR asset, and all the more significantly are seen as having a less key HR work when contrasted with associations with an Undertaking Technique. Technique can be both a key part with regards to an innovation situation and a noteworthy open door for some associations, and over 40% of associations are attempting to improve or build up another Venture HR Frameworks Procedure this year. System has become a key issue for Top Performing associations, just as those associations assessing their HR Innovation situations.

In the course of the most recent quite a long while, both merchants and purchasers have moved

their concentration towards Cloud and additionally SaaS HR applications. For most associations that have acquired new HR innovation over the most recent couple of years, Cloud sending has been the main choice. For associations with existing HR applications hoping to refresh or supplant existing arrangements, development to a full Cloud condition is commonly not an “if”, yet rather a “when” question.

Conclusion. 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 experts never again must be hindered by manual procedures or overpowering amount of data.

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.

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