

Technology impact hr practices

[Technology](#)



Working in human resources appeals to those with excellent people skills and a strong interest in how an organization works. HR handles a wide range of issues from staff to management. HR officers identify current and future staffing needs, and advise job applicants about the qualifications needed for the employment. They are tasked with advertising the job vacancies, reviewing applications, arranging interviews, and recruiting candidates.

As well, they work with managers to promote existing employees, and if necessary terminate/tell employees. How Does Technology Impact HR Practices? Technology has changed the business world many times over. In the Information Age, the advent of computers and the Internet has increased that impact significantly. Many businesses cannot even function without the use of computer technology. This impact is seen in nearly all areas of business, including human resources, where technology continues to have a significant impact on HR practices.

Recruiting One way in which human resources has been significantly impacted by technology is in the area of recruiting. Before the Internet, HR recruiters had to rely on print publications, advertise on newspapers, to post jobs and get prospects for open positions. HR recruiters did not have the ability to post a job in one or more locations and have millions of people see it all at once. Technology has made recruiting more efficient, by posting jobs online, job posting website like jobs.com and social media. Training

Information technology makes it possible for human resources professionals to train new staff members in a more efficient manner as well. The ability to

access company Information and training programs from remote locations eliminates the need for trainers to work directly with new hires on all training. Training In virtual classrooms through keep or remote software to makes It possible for the HR professionals to train a large number of employees quickly and to assess their progress through computerized testing programs.

Human resources professionals generally process a considerable amount of paperwork and also have to keep much of that paperwork on file for a considerable period of time. The use of electronic imaging has made it possible for companies to store and retrieve files in an electronic format. Technology also makes it possible for human resources professionals to simply print the forms that are needed for employees. Printing on demand eliminates the need to dig through an endless number of files in the file cabinet to find what is needed.

Human resources professionals can use computer technology to assess employee performance and also to get employee feedback. Various software programs make it possible for human resources professionals to examine employee performance using metrics to ensure that employees are meeting performance standards. Employees that don't measure up can be subjected to additional training or terminate/fire if necessary. Technology has and continues to play an important role in enabling HR organizations to move from personnel management to business execution.