

# [3) technology according to a recent survey](https://assignbuster.com/3-technology-according-to-a-recent-survey/)

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3) TechnologyAccording to a recent survey by the society for Human Resource Management (SHRM, 2002) technology is considered the primary driver of change in the 21st century.

Ulrich in 1997 noted about that technology was a major challenge of the HR function (Ulrich, 1997). The new technologies, particularly in the areas of electronic communication and information dissemination, have dramatically changed the business setting. Satellite communications, computers and networking systems, and other devices have all facilitated change in the ways in which businesses interact with each other and their workers. Telecommuting has become a very popular option for many workers, and HRM professionals have had to develop new strategies. 4) Globalisation Globalisation was defined as, the process by which businesses or other organizations develop international influence or start operating on an international scale’ (Oxford, 2015). (Torrington et al, 2014; Ulrich, 1997) have talked about the effects and impact of the globalisation on the future of the HR function. This phenomenon has served to increase competition for both customers and jobs.

The latter development enabled some businesses to demand higher performances from their employees while holding the line on compensation. Other factors that have changed the nature of HRM in recent years include new management, rapidly changing demographics, and federal and state employment legislation. ConclusionThe HR functionsrevealed a change of pattern from traditional personal functions such asselection, recruitment, training and development, performance appraisals, performance improvements and appraisals, rewards to consultative strategicbusiness issues and policy formulations at some point two decades ago. The HRactivities scope improved in the 90s, with HR professionals participating inrole regarding strategic business partners, administrative experts, change andevolution experts, and employee champions. In the earlyparts of 21st century, Ulrich gave HR professionals new roles such asfunctional experts, strategy partners, employee advocates, HR leaders andcapital developers with various activities as mention.

Thesimplification of HR functions tasks can be attributed to introduction of newtechnology tools, communications technology, and renovated applications software, hence more time can be spent on framework of policies, strategic planning andother issues. Introduction ofuse of computer and it tools has ensured adequate management of HR functions. The recruitment functions, employee management and selections and planning ofworkforce, are controlled and managed through data warehouses, web portals, internet, video conferencing , performance maintenance and evaluation ofperformance, feedback, employee turnover , management and planningfunctions  from internet /intranet, employee portals and company portals.

It is evident that the part technology plays in HR management islikely to increase in coming years. The implicationHR function in organisations has increased rapidly in last 20 years.    Some new roles added include, competencymapping, talent acquisition, new appraisal systems, contractual labour, retention, compensation, employeemanagement, rewards etc. The new technological tools and software will supportHR professionals in addition of new assignments; however, it is once againevident that HR has become more of a challenge in organisations.