



CURRENT TRENDS IN HUMAN RESOURCE MANAGEMENT

Dr. Pravin Vitthal Yadav

**CURRENT TRENDS IN
HUMAN RESOURCE
MANAGEMENT**

CURRENT TRENDS IN HUMAN RESOURCE MANAGEMENT

Editor & Author

Dr. Pravin Vitthal Yadav

Assistant Professor,
Anekant Education Society,
Anekant Institute of Management
Studies (AIMS),
Baramati, Dist-Pune (MAH)

Title: Current Trends in Human Resource Management

All rights reserved. No part of this publication may be reproduced or distributed in any form or by means or stored in a database or retrieval system without the prior written permission of the publishers.

ISBN: 978-93-5737-602-0

Author/Editor: Dr. Pravin Vitthal Yadav

Year of Allotment of ISBN: 2022

Publication Year: 2023

Country of Publication: India

Language: English

Edition: I

Copyrights: © Dr. Pravin Vitthal Yadav

Publisher: Dr. Pravin Vitthal Yadav (Self Published), Rajmudra Enterprises, English Med. Road Malegaon BK, Baramati 413102

Printed by: Samarth Stationery & Xerox. MIDC Pencil Chouk, Baramati

Cover page designed by: Swara Graphics, Indapur Road, Baramati

Foreword

Dear Readers,

Since the early periods of the industrial revolution, technology has witnessed a dramatic progression from primitive steam engines to robotics and AI shaping up present-day shop floors. Albeit, people remain the most critical resource of any organization. The fact that economic efficiency can be achieved only when organizations optimize their human resource was realized long ago. But, how to optimize it continues to be the greatest *Yaksha Prashna*- intriguing the industries, managers, and academicians for a long.

Innumerable books have been written, experiments have been conducted, and research has been undertaken; man's endless pursuit to know the best way to manage his/her fellow beings continues in the realm of Human Resource Management. The book "Current Trends in Human Resource Management is a sincere effort from the author-editor Dr. Pravin V. Yadav to mobilize contemporary trends in HRM driving the industry.

Each chapter of this book seeks to present a critical review of its subject and to provide both practical and theoretical insights.

I am sure, the book would equip the students, teachers, and practicing managers with useful inputs in bringing the best out of human resources.

Wishing you a great reading....



Dr. A. B. Dadas

Director

Neville Wadia Institute of Management Studies & research,
Pune

Table of Contents

Sr. No.	Name of the Chapter	Page No.
1	The Great Resignation <i>Dr. Pravin Vitthal Yadav</i>	1-19
2	Role of Technology in Human Resource Management <i>Dr. Pravin Vitthal Yadav</i>	20-27
3	Artificial Intelligence (AI) Powered Recruitment Process <i>Dr. Pravin Vitthal Yadav</i>	28-35
4	Gender Pay Equity <i>Dr. Pravin Vitthal Yadav</i>	36-40
5	Gig Economy <i>Prof. S.S.Khatri</i>	41-50
6	Creating Value-Oriented Performance Management <i>Dr. Abhishek Y. Dikshit</i>	51-94
7	Employee Engagement and Job Satisfaction <i>Dr. Shriram S. Badave</i>	95-103
8	Re-engineering Work Processes to Enhance Productivity <i>Dr. S.V. Khatavkar</i>	104-120

Role of Technology in Human Resource Management

Dr. Pravin Vitthal Yadav

Introduction-

Today the face of HR is often a portal, rather than a person. Almost all firms now provide universal access to HR services through technology and different applications, dramatically changing the practice of human resource management. These changes often result from cutting costs and expanding or improving services. Recent research shows organizations that successfully adopt sophisticated HR technology tools outperform those that do not. But because most organizations already have automated basic HR administration, the simple automation of HR processes can no longer assure a competitive advantage. Instead, organizations must determine how to use technology to transform their HR practices and market their HR brand [1].

Definition of HR technology-

HR technology is an umbrella term for software and associated hardware for automating the human resources function in organizations. It includes employee payroll and compensation, talent acquisition and management, workforce analytics, performance management, and benefits administration [2].

in Human gement

dav

l, rather than a person
l access to HR service
applications, dramatically
ce management. These
sts and expanding o
ows organizations that
nology tools outperform
anizations already have
imple automation of HR
itive advantage. Instead,
technology to transform
rand [1].

software and associated
resources function in
roll and compensation,
workforce analytics,
administration [2].

Human resources technology refers to all of the software used to track, manage, pay, understand, find, inform, remember and deliver benefits to the people in an organization [3].

Technology in HRM-

There are various application & tech tools available in this digital era that plays an important role in transforming Human Resource Management.

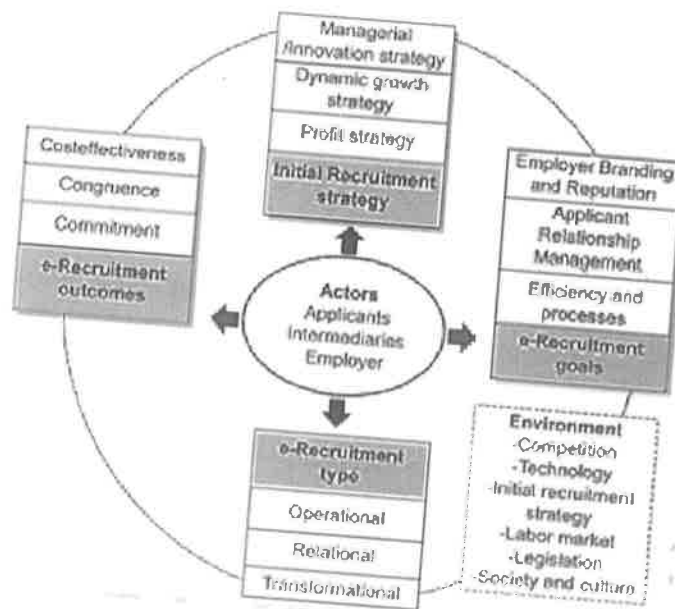
1. e-recruitment-

e-recruiting helps organizations to attract a stronger and more diverse applicant pool. E-recruiting involves the use of electronic resources to assist in the hiring process. By utilizing the Internet to connect to potential applicants around the world, companies have been able to reduce the time and cost associated with recruiting talent. There are many job sites available for posting employment opportunities, which provide organizations with a wide range of possible candidates to fill their needs. Companies can implement e-recruiting in several ways. They can formulate their own e-recruiting platforms in-house to be managed by human resources personnel within the organization; use e-recruitment software that fits their particular needs, or retain a recruiting agency that can help advertise and manage available open positions [4].

2. e-selection-

E-selection uses technology to help organizations more efficiently manage the process of identifying the best job candidates—those who have the right knowledge, skills and

abilities for each job and who may best fit the organization. Factors with pressures to continually improve on the accuracy of selection methods and to meet legal requirements, organizations view technology as a way to manage the selection process more actively and to provide more evidence of the effectiveness of the chosen selection method. The E-selection process usually starts when the analysis on the data or candidate helps in the decision-making process. The major method is the key word selection, which help the firm judge the congruence between the organization's requirement in alignment with that of an individual [5].



Source: Bondarouk, Ruel and Looise, 2011

3. Training and Development through e-learning-

t fit the organization. Factors on the accuracy of selection, organizations view the selection process more of the effectiveness of the selection process usually start date helps in the decision. The key word selection congruence between the selection with that of an individual.

e-training means training with an electronic platform. Companies can use it to teach employees without assembling them in one location at the same time. This saves considerable time, effort, and organizational strife and ensures that an entire workforce can be kept up to date with the latest procedures and policies. Utilizing e-Training means that you don't need all of your employees in one place or even at the same time. Instead, they can complete courseware from remote locations or simply at home. In many cases, they needn't be online together either although you could still schedule everyone to watch a broadcast at the same time before interacting with it. However, while live broadcasts can only be 'aired' once, on most occasions, e-Training lectures and lessons can be accessed at any time [6]. When training materials, course interactions and course delivery are enabled by and mediated through technology, your firm is engaging in e-learning or e-teaching. Although technology is not yet as widely adopted in training as in other areas of HR, nearly 60 percent of recently surveyed organizations indicated they have implemented e-learning or are planning to do so within the next year.

4. e-Performance Management-

E-performance management is the planning, implementation, and application of information technology in managing the PMS. E-performance management is a part of e-HRM or HR information system (HRIS). Through IT enabled PMS, it is possible to integrate strategies, policies, and practices of the organization with the performance management process. E-performance management is the relational e-HRM function to support business processes. EPS can help an organization to reduce the cost of training staff while increasing productivity and performance.



oise, 2011

e-learning-

They can empower employees to perform tasks with a minimum amount of external intervention or training. By using this type of system an employee, especially a new employee, will often only be able to complete his or her work more quickly and accurately but, as a secondary benefit, will also learn more about the job and the employer's business [7].

5. e-compensation-

Today's e-compensation systems provide much more value than the simple automation of payroll processes. E-compensation uses web-enabled technology to help managers design, implement and administer compensation policies. An HRIS allows organizations to streamline and automate the compensation planning process, to model proposed changes in compensation plans, to track employee compensation history, to allocate incentive pay and bonuses, and to provide higher quality information to decision makers.

e-compensation is intended to generate a fair salaries culture within the corporation, based on complying with performance evaluation components and the measurement system. The purpose of this model is to provide greater salary incentives for employees who follow company guidelines and achieve results in accordance with clear instructions.

Employee welfare –

e-compensation seeks to encourage the performance of employees, recognizing efficiency and effectiveness, strengthening organizational culture, promoting professional development and teamwork through personalized, objective and

perform tasks with a minimum of training. By using this type of compensation, e-compensation establishes a win-win situation which benefits the company, its employees, shareholders and clients, striving to obtain a high-performance culture of effectiveness and efficiency in all products and services.

Recognize the achievements of your employees-

provide much more value than compensation is a methodology that measures performance and processes. E-compensation uses compensation, in terms of both quality and quantity, including all managers design, implement and levels of the organization when objectives have been defined in a clear and transparent manner.

An HRIS allows organization compensation planning process. To compensate individuals in an objective and fair manner, the compensation plans, to track performance of the employee should be assessed on a regular basis, so that the company assures permanent improvement. The to allocate incentive pay on basis, so that the company assures permanent improvement. The Compensation model set forth allows important savings in payroll quality information to decision costs when compared with the results obtained.

generate an fair salaries culture. The methodology applied in e-compensation assures fairness in salaries, recognition and added value to the efforts made by everyone in your organization to obtain its goals [8].

6. e-Benefits-

Benefits are a growing and expensive component of every employee's total compensation. A recent government survey suggests that benefits costs now average 43.6 percent of wages and salaries. Given the continued growth in the expense associated with health care and pension plans, the costs of employee benefits likely will continue to grow as well. An e-benefits approach uses the web to

communicate information on benefits to employees and allow them to elect and manage their benefits online.

Conclusion-

Technology has brought about the beneficial transformation that is required in the HR department. Technology that centralizes administrative tasks helps put HR professionals' priorities in more important tasks. A list of association management software companies can help you choose the best management software. You can also look for association management software reviews online to help you decide. Remember that these applications and software should cater to your company's needs. So it's best to look for software that meets your needs. However, you should keep in mind that technological breakthroughs can't compete with humans. Some roles and tasks are better off done by humans. While this is true, technology is still important to businesses. Following specific technological trends build a reputation for business in the market.

References: -

- [1] R. D. Johnson and H. G. Gueutal, "SHRM Foundation's Effective Practice Guidelines Series The Use of E-HR and HRIS in Organizations Transforming HR Through Technology," 2017, [Online]. Available: www.shrm.org/foundation.
- [2] S. Sutner, "HR technology (Human Resources Tech)," 2022. <https://www.techtarget.com/searchhrsoftware/definition/hr-technology> (accessed Oct. 01, 2022).
- [3] J. Sumser, "What Are the 20 Most Important Types of

HR Tech
<https://re>
solutions

"The Fut
Resource
<https://o>
recruiting
01, 2022

H. Maro
pp. 1-23

D. Brow
<https://w>
2022).

"E-Perfo
<https://m>
4eba62c

"e-comp
<http://ww>
compens

fits to employees and allo
efits online.

beneficial transformation t
Technology that centraliz
professionals' priorities in
of association managemen
e best management softwar
management software review
er that these applications ar
pany's needs. So it's best
needs. However, you shoul
breakthroughs can't compet
re better off done by human
till important to businesse
ends build a reputation for

utal, "SHRM Foundation's
Series The Use of E-HR
transforming HR Through
Available:

uman Tesources Tech),"

earchhrsoftware/definition/
01, 2022).

Most Important Types of

HR Technology?," 2017.
<https://resources.careerbuilder.com/recruiting-solutions/best-hr-technology> (accessed Oct. 01, 2022).

[4] "The Future of E-Recruiting and Virtual Human Resources," *Ohio University*, 2022.
<https://onlinemasters.ohio.edu/blog/the-future-of-e-recruiting-and-virtual-human-resources/> (accessed Oct. 01, 2022).

H. Maros and S. Juniar, "Human Resource Management," pp. 1-23, 2016.

[6] D. Brown, "eTraining," 2018.
<https://www.edapp.com/blog/etraining/> (accessed Oct. 01, 2022).

[7] "E-Performance," 2018.
<https://medium.com/@thesocialcomment/e-performance-4eba62c2174b> (accessed Oct. 01, 2022).

[8] "e-compensation," 2022.
<http://www.3c.com.co/en/index.php/e-management/e-compensation> (accessed Oct. 01, 2022).

ABOUT THE AUTHOR



Dr. Pravin Vitthal Yadav
(Ph.D, LL.B, MBA, M.Com, MCM)

He is Assistant Professor at Anekant Institute of Management Studies, Baramati. He has 15 years rich experience in teaching & research esp., in the field of Human Resource Management. He has 15 research publications in Scopus Indexed / Care Listed / Peer Reviewed Journals.

AFTERTHOUGHT



Dr. Umesh S Kollimath
(MBA, MA(Eco), Ph.D.)

Dear Reader,

I am sure, you are experiencing a mixed sense of awe, overwhelm and anticipation after having finished reading this book! Yes, the “Current Trends in Human Resource Management” penned and pivoted by an enterprising faculty of HRM, has encapsulated a gamut of insightful articles in this book. The authors of each of the articles have chosen most contemporary issues and woven wonderful articles replete with information as well as insights on their topic. Besides, the book at one end satisfies curiosity of the readers by revealing how cutting-edge technologies will be reshaping the HRM practices, on the other hand some of the articles raise subtle doubts as to whether the organizations and employees are diluting commitments of mutual welfare from the either side!! I hope the thoughts that have begun lingering in our minds after reading the book shall continue till we take some radical different decisions to nurture, retain and promote the Human Resource that is within our sphere of control. With Warmest regards to the Authors, Editor, and all those who have contributed to this book.

ISBN - 978-93-5737-602-0



9 789357 376020