



## The Role of Information Technology in Human Resource Management Function

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### ABSTRACT

With the arrival of information technology, human resource management practices are changed. This change can be effective if the first activity that IT can do, known and can provide the background for these activities. The human resource management necessary to meet the new conditions and find So that the capacity utilization of information technology can provide, Human resources will improve performance. In this first paper is a brief history of both information technology and human resource management provides And the impact and consequences of information technology on human resource management functions explain. The conditions and opportunities in human resource management provides IT application, has been studied.

**KEYWORDS:** Information Technology, Human Resources Management, Organization Structure, human resource management functions.

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### INTRODUCTION

Dare to be claimed the history of the various technology any type of failed technology like information technology, Establish connections between different fields of science. IT as a splicer, all of the work day comes to information professionals, Industries, organizations, and finally all the people in different parts of society in less time and provide the best possible way. So that the IT Borders of countries in the sweeps and brings together nations in a global society.

Perhaps the correct use of information technology will improve not only the future of human life,

It is trying to load up the failures of the past technology has also improved. For example, the use of information technology, traffic problems, Lack of physical space for work and education, lack of time, without competition and jealousy and secrecy in science education, Employment and cultural exchange will overcome. Naturally, in this new arena, every individual and a society with greater understanding and knowledge ,Goals and objectives clearly put into the field can take more advantage of this technology (Sehanovic,1996) And in various spheres of economic, social, cultural and political world is more involved.

Developments in information technology with its huge factor in trading companies and organizations has created So that the overall performance of such companies Application of technology is discussed thoroughly impressed. The human resource management for a wide role in the organization Turn is affected by these developments. In other words, more than anything in the organization of human resource management functions will be dominated by information technology. Should review and understand the role of information technology and human resource management functions also design and create a dynamic system, ground reconnaissance, selection, and hiring, training and effective deployment of human resources in our organization.

### Definitions

#### Information Technology

Some IT experts to gather, organize, store and publish information, including sound, image, text or numbers knows that computing and communication takes place using the tool.

#### Human Resources Management

Each of the different theoretical perspectives in management, Different definitions of human resource management have offered to some of them are noted below:( Saadat, 2000)

- human resource management to identify, select, train and develop human resources organization to achieve organizational goals have been defined.

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• human resource management, including management's main responsibilities in each organization are and all levels of managers, many organizations have some of this responsibility.

Thus, the utilization of human capital management, human resources company, to achieve organizational goals are.

• purpose of human resource management, policies and actions needed to implement that part of the management aspects of the activity depends on the staff,

Especially for the recruitment, training staff, evaluating performance, and creating a healthy environment and a fair reward for employees.

2-3 - functions (tasks) in Human Resource Management Each of the different schools of knowledge management may be different issues are considered as human resource management functions, Yet some of the most common types are: Job analysis, human resource planning, recruitment and selection process, social, human resources, human resources training, performance evaluation, discipline and salary.

### **Role**

"Role" as an aspect of social structure, Can be defined in a social situation A series that has these characteristics, such as personal qualities and is active.

In the article "The role of information technology", ie the Collection of information technology activities that After entering the Can be done in order to do any of the functions of human resource management.

### **Revision history**

Given that the relationship between space and human resources management and information technology will be Therefore need to be felt in the history Space that is both material to be expressed. 3-1 - The History of Human Resource Management Many factors are influential in shaping the human resource management. Tens of centuries before Christ, and when humans lived as a group collectively, The division of tasks and revenues arising from certain rules were adhered to. But the factors that emerged as an independent unit with a specialized staff to manage tasks led Can be outlined as follows:

- Industrial Revolution began in 1760
- The labor movement in 1842
- scientific management movement in 1885
- Industrial Psychology 1890 to 1900
- 1880 to 1920 staffing specialists
- School of Human Relations.(EsfandiarSaadat 2000)

Over time and with the machine rather than replace human Many people were working in a confined space. The setting of working time, relations between workers and employers, the rights, expectations of employers and workers together, forming coalitions and unions, government employees and expanded growth. Finally, after the above steps to today's human resource management was introduced.

3-2 - The history and evolution of information technology

Each of the different schools of knowledge management may Different topics are considered as human resource management functions, Yet some of the most common types include: job analysis, human resource planning, recruitment and selection process, social, human resources, human resources training, performance evaluation, discipline and Vdstmzd rights.(Makhreji 2000)

Information technology to its general meaning as a set of tools and systems for collecting, organizing, storing and disseminating information, including sound, image, text or numbers are. The history of science goes back to 3500 years BC.

This means that since the ancient Roman letters on clay tablets and wrote the image And the letter within a week to be over only a short target Until now the use of advanced computer tools And telecommunications systems in the shortest possible time with the desired information will be provided.

Modern information technology, the IT-based electronics can come in a few years before the 1940s.

During World War II and then The major advances in electronic technology have occurred. Produced the first programmable computer and microelectronic transistor and the source of core information technology revolution in the twentieth century it was true

Opinion, "Castells" was only in 1970 that new information technologies were widely spread and develop both your momentum up and gathered in the new paradigm. Castells says: I think we can say without exaggeration that the IT revolution as a revolution was born in 1970.

Especially the emergence and spread of genetic engineering in parallel and almost at the same time and place to do it.(Makhreji 2000)

4 - The role of information technology functions (tasks) in Human Resource Management Today, new technologies of information technology as one of humanity, not only has undergone profound changes

But the influence on all aspects of social life, economic and political. Therefore the most important part of their entry into the IT organization that will affect Human resources and human resource management functions are.

Therefore, you must first human resource management functions and the role of information technology in each of the functions we consider.

#### 4-1 - functions (tasks) in Human Resource Management

Studies and reviews in reputable scientific sources, human resource management At each stage of absorption, utilization, Maintenance and repair service will perform the duties. The most important is that it follows :(Gary Dslr 2001)

- Monitoring employment
- Job Analysis
- Planning Organization to provide the manpower needed
- Recruitment
- Select and hire the best and most qualified forces businesses to Enterprise Organization
- Design and set up programs that facilitate the entry of new employees And to help them to find the right organization and its community.
- Staff training
- Training Manager
- Design, performance appraisal systems, reward, salary, communications, health and safety and discipline system.(EsfandiarSaadat 2000)

#### 4-2 - Role of IT in each of the functions of human resource management:

Arrival and deployment of information technology in organizations Their specific functions in different areas will And including in the field of human resources and its practices can Many roles to play in order to better human resource management tasks.

Using information technology in each of the functions, Fields necessary to identify, recruit selection, training and effective deployment of human resources will And ultimately improve the performance of human resources will follow. Some of the results of IT application in human resource management functions are as follows:

- Accuracy in performance
- Speed of performance
- transparency in the system
- integrity in system design
- extensive and timely information using the Internet and Intranet networks
- Accurate and rapid assessment
- The timely feedback
- repeatable tasks by the system hardware
- monitor and evaluate subtle
- justice
- Order more

Changes in organizational structure and processes through IT Organizations are constantly under pressure from various aspects Changes are to be applied in other words, organizations are changing to adapt to their environment And the ultimate goal of this change is a strategic issue; Performance through compliance with environmental organizations want to survive, grow and ensure progress. This organizational structure plays an important role in this regard. It takes a certain form of organization can better perform their duties. In this regard, especially information technology, major changes are considered. Information technologies are changing not only their own but are changing rapidly growing .(Gary Dslr 2001) For example, over time, means that organizations can use for current affairs Will change, Maybe now we can hardly find an organization that Fax machines and computers to do their Amvrjary the battle.

Advances in information technology means For more information on the organizations that created and its circulation is also faster. Many of the old manual processes are fully mechanized, These developments led to significant changes in occupational structure and the staff is professional.( Saadat, 2000)

As the topic "The role of information technology in human resource management practices" originally observed In order to change many of the previous processes and new ways of doing things via the computer, Information technology will play a significant role.

Some of the issues that IT organizations will result in change processes are :(Gary Dslr 2001)

- IT processes that are automated and high speed.
- information technology jobs, virtual and remote collaboration makes possible.
- increased interaction and immediate feedback of information technology makes possible.

- Information created, distributed, and intelligent knowledge management can be effective.
- It performs calculations broadly and without fatigue.
- information technology, information sharing at different levels of organization.

According to the above organizations, without even expressing that future Information and Communication Technology Able to continue their structural life is pretty far from it. Impact of information technology will change the structure so that its shape will be different today. Appropriate organizational structure, technology improves, the ability to manage the school's mission and strategic objectives will increase. Process information in an organization that plays a fundamental pillar (Or information is based on data) No doubt it will affect the structure of information and communication technology.

Organizational structure of the most important factor is communication and efficient use of ICT

In other words, investment and deployment of information technology Appropriate and effective communication and organizational structure will change. Thus, a dichotomy, or societies are And upper and lower employment structure in developing and middle part of it is still shrinking.

Rate change to the status of any country. Division of labor depends on the global and political environment.(Seyyed Jvady2001)

6 - The environment and the changing role of human resource management

One of the consequences of information technology, globalization is labor.

In fact, human resource management environment that can absorb the forces needed to go beyond the geographical borders. Therefore, absorption and utilization management organizations in the field of labor at the global level (in terms of selection, training and rewarding policy, law, etc.)

Will be faced with many challenges. Globalization of labor And other factors have caused the nature of jobs and tasks, Undergone drastic changes are And companies benefiting from communication networks and facilities in which they are trying Their activities in places of the world with a song slower than the wage rate grows, are established. Some features of the new environment include:

- To reduce white-collar jobs
- Increase jobs, professional, managerial and technical
- The need for continuing education
- outsourcing of jobs pact
- Lack of control over labor as before, due to a professional force
- the need to create control systems
- reduce the absorption costs and manpower

Attention to human resource management must also change their ways. Global competition is introduced, and cognitive strengths and weaknesses, threats and opportunities can be organized to select, hire, develop and use appropriate force to help. Some of the tasks and roles are changing human resource management :(Fahimi 2000)

- Turn down the manpower and strengthen the remaining forces
- Create new areas of training and continuous
- Reduce staff stress
- Increase the quality of working life
- appropriate and rapid response to technology changes
- Considering innovative products
- establishment of specialized teams
- Remuneration and benefits paid based on the output of work teams
- The use of flexible working hours
- align employee goals with organizational goals
- employing methods to increase employee commitment(Zargar 2002)

## Conclusion

Continuous variables can be organized and competitive environment requires the use of modern information technology in the organization. The role of information technology in the new organization is bold enough to Many of the theorists, Managers and decision makers to adopt the strategy of organizations associated with these technologies Organizations recommend that in future orientation.

Important parts of the organization will be affected by this technology, HR is organized. Naturally on how to manage the new environment, the environmental forces that were involved with information technology will be eclipsed.

In this regard, it is necessary The role that information technology can play for Human Resource Management has reviewed And using it to perform better on tasks for the director of human resources can provide. Otherwise, the performance of human resources especially in terms of achieving the goals will be weak. So for better human resource management tasks to be I know the new environment that is influenced by IT And secondly, we know that in this environment, human resource manager should do what tasks.

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