

The Role of Information Technology in Human Resource Management

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ABSTRACT

Managed information technology all science can influence and establish a relationship with the complex among the important role has played in all scientific fields. Information technology has caused today no boundaries and distance world, for circulation there is no information and all aspects of human societies. Like how to live, work and Human Resource Management in organizations, offices and unexpected extent. the subject has been these changes will be effective when the domain ICT activities identified and the creation of these activities will be provided. In this paper, a brief review the impact of technology information the Human Resource Management the business objectives of the organization and satisfaction of employees has been set.

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

INTRODUCTION

Using information technology human life can be improved and to solve problems of older systems for example, "Using Information Technology traffic problems, lack of time and information exchange will be high. Today every person, organization and community knowledge has more goals makes better use of information technology can be harsh and various economic areas, social, cultural and political world is more involved. According to the characteristics of information technology human resource development as the focus of major developments the organization has created so that the overall performance such organizations are depends on their use of information productivity is doomed. Meanwhile, the management of human resources due to the extensive role that the organization more than anything overwhelmed by information technology will be. therefore must investigate and understand the role of information technology of human resource management duties and also with the design and development of a dynamic system, underlying the identification, selection, hiring, learning and effective use of human resources the organization.

LITERATURE REVIEW

Information Technology

Science that management and information processing such as collecting, organizing, distributing, transmitting and Security using the tool computers (hardware and software) can be call the information technology. The application of information technology, knowledge and awareness Staff in the optimization of complex processes within the organization Information is based on knowledge. The present era, implementation, development and maintenance information systems for Human Resource Managements one of the most important business process management has been managers and organizations in this context are faced with new challenges. HR managers in any organization to facilitate the affairs be necessary for the proper use of and provide appropriate information, in other then it may due to the complexity of information technology, incomplete design information systems and other appropriate of this technology by reduce the productivity of users in the organization.

Human Resource Management

Human Resource Management methods and measures needed Part of the task is to implement management Employees who work with those aspects of the most important asset and organizations are the main source of depends on especially for doing affairs of Such as recruitment, training and staff and create a healthy environment for staff in order to achieve the organization's goals are. In addition to human resource management having

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principles and concepts of personnel management, new approaches are more general and more considers the human resource management and procedures related to personnel management.

Factors influencing human Resource Management

Factors affecting human resource management is as follow:

- A) Rules and regulations
- B) Labor market
- C) The atmosphere and culture of the organization and the community
- D) Important goals
- E) Shareholders
- f) Compete
- G) Customers
- h) Information Technology

As shown mentioned in the above one of the most important factors influencing in Human Resource Management information technology is includes activities that the direct or indirect after entering the can the "Information Technology in order to better fulfill the duties of a human resources manager. So managers need for change technologies used their review, they although it may this change is accompanied with difficulties and that the main factor this change will be felt, human Resources will be and may be in this regard, the opposition behalf of employees the manager must this ensures that the staff of technological change in favor of in order to facilitate and improve work is organization and personnel of any educational this field will not hesitate.

Functions of human resource management

Based on studies human Resource Management duties is the most important of them are as follows

- A) Organization.
- B) Planning and analysis required For human resource development.
- C) Human resources and governance the employment of force for the adoption of best jobs for the organization.
- D) The design and planning applications to facilitate the entry of new employees.
- E) Reward management, safety and welfare
- F) Employee Relations
- G) Training
- h) Training Manager

The role of information technology

In Human Resource Managements mentioned in the previous section, information Technology As one of the new technologies of human all aspects of social life, economic and political influence is the most important part that Information Technology with its entry into the organization the most the effect will Human resource management and human resource functions. Some of the results of the use of information technology the practice of human resource management are as follows:

- A) The accuracy and speed of performance
- B) Transparency and integrity in system design
- C) Information extensive and timely using the Internet and Intranet networks.
- D) Conduct necessary training through virtual education
- E) Evaluation and rapid
- f) The timely feedback
- G) Development Activity
- h) Develop staff skills
- I) Conduct repeated by hardware systems
- j) Control and evaluation of the subtle
- k) Justice
- l) Higher order

The accuracy and speed of performance

Organizations continue to survival, growth, development and survival in the competition with competitors should raise your speed and accuracy more information to make more rapid turnover in this regard, the Director of Human Resources forced to change its organizational structure is the main cause of this change, information technology is for example, "make mechanized many old processes and manually raise the speed and accuracy and

significant changes on the job and specialized personnel are no doubt organizations survive without the use of information technology is not possible and changes in the organizational structure development of information technology specifically, "the organizations process flow of information the organization plays a fundamental role in can the management to assist in achieving the goals of the organization. Information Technology the following reasons can be cause changes in the structure of an organization increasing the accuracy and speed with the

- A) The information technology mechanization and high-speed process is.
- B) Information Technology virtual Jobs and remote collaboration makes it possible.
- C) Information Technology makes it possible to increase interaction and immediate feedback.
- D) Information Technology created, distributed, and intelligent knowledge management is effective.
- E) Information Technology the wide range of computing do without fatigue.
- F) Information Technology information at different levels of the organization sharing.

Transparency and integrity in system design

In the age of information technology open Science information is based on and use of information and its access to institutions is very important. human resource managers should such information management that existing processes in the shortest time the lowest cost to produce the best answer this requires the use of Information Technology information management is can be used of the create a centralized database this can be achieved by If you use the same methods.in organization Information produced have the following characteristics:, Client-Server-like systems.In organization information produced have the following characteristics:

- A) Transparency
- B) be concise
- C) ease of access
- D) ease of processing and analysis

The overall Information Managements easier to focus and staff comfortable can also have access to information and process management human resource managers will facilitate

Features centralized systems

- A) Remove communications and automated data exchange.
- B) Entry and information processing the mechanized.
- c) Remove information. Duplicate organization.
- D) Comprehensive control over the information Vdqyq
- E) Mechanization and standardization of information
- f)Centralized management and reporting as on line
- G) Increase speed and facilitate the exchange of information
- h) Increasing the accuracy and reliability of information
- i) Access to information
- j) Avoid wasting time, Human resources and financial costs
- I) increase the accuracy of the information through continuous monitoring
- k.) Ease of standardization methods of information exchange

Extensive and timely information

Using the internet and intranet networks. wide distribution and easy availability of information, flexibility, the need for space and time, the change the way information is and use of communication networks such as the Internet, intranet and the inevitable has become. human resources director may using the internet methods so that changes Staff directly. "The relevant organizations are and following the direction of facilitate and enhance the conduct of affairs.

- A) Personal information such as phone numbers
- B) Information about Registered in-service courses.
- C) Information about the Enroll in virtual courses.
- D) Communication Factors and human resources specialists
- E) A request for upgrade and the location for this request among the candidates on an executive career.
- F) Employees through the Internet network. the organization will announce his retirement.

The Internet makes it possible employees have a direct relationship with the in fact, the savings in time and financial resources. Human Resources Managers role in making such changes using Information Technology however, the organization may log in information technology as a threat to consider but information technology new opportunities implications for better management resources in an organization rapid changes provide

Perform the necessary training through virtual education

An organization can the two properties of human resources and organizational velocity is estimated Using a variety of techniques. Information Technology the ability can be improved. For example in organizations Shortage of skilled labor and professionals suffer educational system can be strengthened human skills organizational requirements in a short time upgrade and have successfully obtained. Skills required they can fit through courses within the organization and also using education information technology (e-learning and multimedia) With labor being obtained in a simulated environment.

The e-learning it's a new technology in this type of education, learner is required to physical education is not the place but they learn use of the Internet. Learner can by connecting to the internet and using browsers at any time and any place that wants the use of virtual classroom. this method of training content is provided via the Internet.

Courses by the method can be centrally managed, the main advantage is that virtual education Human resources can from your desk have access to this type of training. The advantages of virtual education include the following:

- A) Increased efficiency in the use of equipment
- B) Flexibility against change
- C) Improving Human Relations in the Workplace and the ability of employee participation
- D) Work incentives and creativity and innovation
- E) Increasing motivation and the creation of favorable conditions for employees
- f) Educate and empower executives skills required in
- G) Continuous monitoring and evaluation of programs and educational functions.

The accurate and rapid evaluation and feedback

The information technology is a weak organization they cannot be evaluated by their good people always look forward to evaluating managers are monitoring and directing and good practices assessment is on. because usually their managers any time information directly to and expertise in information technology are the details

And it is sufficient for general information. information Technology information needed to be accurate for decision provides for staff and employees can immediate feedback the outcome of their decisions.

In general information Technology your support helps to assess the following dimensions:

- A) rapidly increases access to information.
- B) information provides rapid feedback.
- C) can be easily modified knowledge.
- D) The standard deviation is determined.
- E) a person to discover the weaknesses of working and looks professional.
- f) access point and access opportunities the cornerstone of strategic decision making, be performed faster and more accurately.
- g) A comprehensive plan is a better plan.
- h) increases the quality of decisions.
- i) decision time can be minimized.
- j) humanerror Organizational information processing networks decrease.

Development activities range

Information Technology human resource managers to allow forces needed geographic boundaries, search and absorb. global workforce and other factors have caused the nature of jobs and work, be subject to major changes organizations and companies using communication networks and facilities its activities anywhere in the world In terms of financial it is more economical, to launch. Absorb the labor force and activities across the world many decision limits the directors will meet and managers with more flexibility how can attract and the organization decides, which of the following can be mentioned:

- A) Reduction of clerical jobs
- B) Reduce of manpower inactive and reinforce the remaining
- C) An increase in jobs in professional, managerial and technical
- D) Does not require monitoring of personnel handling due to their professional
- E) The need to establish a system of control
- f) Reduce staff stress
- G) Increasing the quality of work life
- h) The use of flexible working hours
- i) Expenses decreased absorption education and Human Resources

j) Using the method to increase employee commitment

k) Align employee goals with organizational goals

According to global competition naturally human resource management should approach their It can also and identifying strengths and weaknesses, threats and opportunities can be selected by the organization, recruitment, training and deployment of appropriate resources to help.

Develop skills in staff

Human resource managers organization Development field should be the development of cognitive skills, skills and decision making skills this can cause.human resource managers use the information productivity doomed can be any of the above mentioned skills.Develop the best employees and prevent skills obsolescence and making understand staff in the all parts different an organization are interdependent and changes in any of the sectors will necessarily affect other parts, the organization Lead to growth and development.

Conclusions

Information technology lifestyle work, research, education,management and many other fields. changed and the strengthening and development of professional skills, Perceptual skills, decision making skills, Research skills and to help institutionalize change and innovation staff the role is.managers to increase power and Development Authority requires the application of information technology the organizations are One of the parts that information Technology in the most on it affects human resource is in this regard, it is necessary director of Human Resources role that information technology can be used for human resource managementto play, evaluated using the required fields In order to better provide staff duties, otherwise of Human Resources especially in terms of achieving goals be weak.

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