

15. Study on the Improvement of Human Resources in the Information Realm

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Abstract:

Today because of the digital revolution whole world is running behind it. It is the need of the hour to use different digital techniques which may be symbolized with big data, cloud computing, artificial intelligence etc. To remain competitive in this world almost all enterprises are trying to hold new business environment through electronic conversion.

Because of this digital revolution the business models need to be modified as a result human resource department which is considered as one of the vital functional partners also making it more presentable by adapting and developing digital and standardized operational environment.

The paper gives an overview about the requirement, meaning and also problems that will be faced to make digital and standardized conversion of human resource from various perspectives and to try to frame some feasible solutions and suggestions.

Keywords:

HRM, Electronic conversion

15.1 Introduction:

Human resource management is an integral aspect of running a successful company and ensuring its continued success in the future. Recently developing digital technologies namely big data, cloud computing, artificial intelligence etc., have presented fresh challenges to the conventional approach to HRM.

It's become a common issue for businesses to wonder how they can establish a modern HRM model, which requires combining the ideas of digitization and standardisation with HRM, and how HR departments will find the best way to implement reform, alter the conventional business model, optimise the operational framework, and build a digital workplace.

To that end, this paper has investigated challenges and proposed solutions in the hope of resolving all clashes and problems in the process of digitalizing and standardising present HRM. If successful, this endeavour will raise the bar for corporate management and significantly boost the economic growth of the country.

15.2. Concerns and Challenges Associated with HR System Changes in the Context of Electronic Conversion:

Some aspects of modern HRM include the need to accommodate a wider variety of organisational structures, a greater involvement of upper-level management in day-to-day operations, a greater mobility of top talent within and between organisations, and greater emphasis on the availability and accessibility of personnel data. That's why it's crucial for businesses to adopt a powerful HRM model that will help them better connect HR data, use scientific management tools fairly, standardise HR processes, and contribute effectively to their growth plan (Mayhew, 2012; Xin,2011). To this day, the vast majority of companies have successfully adopted informational reforms such as office automation, web-based services for managing financial funds, long-distance services for managing projects, and so on, and have made progress toward group company centralization. Nevertheless, HRM's information building lags significantly behind that of other components due to the company's complicated people structure, mandated policy of HRM work, and the variety of the professional talents of HR practitioners. The following factors have contributed to the present reform of HRM digitization and standardization's difficulties.

15.2.1 Positioning Deviance:

Longstanding issues with "focused on production, while disregarding management" inside businesses have not been addressed, leaving organisations vulnerable to inactive mechanisms and subpar management practises. These issues have become an internal element that limits the expansion of businesses, despite the fact that their size is growing and their economic gain is not. While the real purpose of HRM is to methodically gather, gather, and analyse the human resource information through management against the historical backdrop of big data, and to deeply act on strategic direction planning of human resources, optimization of organisational structural construction, the current positioning of HRM system digitization at a few companies is still partial to the electronization of recent business work., and the lean completion of tasks.

Human resource management consists of the real contents of methodically collecting, gathering, and analysing human resource information against the historical background of big data. In spite of the fact that one of the functions of HRM is to manage and analyse data pertaining to human resources in connection with a project, this purposeful role is rarely carried out. Despite the fact that HRM's stated "Systematically gather, compile, and analyse the human resource information through management" is the intended outcome against the core function of HRM is to collect, collate, and analyse data related to human resources for the benefit of management, HRM is often misunderstood. The HR database we utilise now lacks essential supporting data due to its unclear location. Companies may act secretly due to the system's poor analytical capabilities [3] since it just functions as HRM operational software and does not interface with the "finance information and production management system" that is closely related. Human resource information systems are abandoned by senior management because different layers of management cannot use the same system to oversee administrative tasks, manufacturing, or human resources [4]. While progress is being made in the area of information building, top executives still engage in inefficient, time-consuming, and costly offline work flows.

15.2.2 Poor Combination:

Decentralized internal system, weak horizontal integration, and sluggish longitudinal connectivity are all issues with the standard model of management and information technology [5]. As a result, the "forlorn island" and "vent" in the company's present digital information system adversely impact their attempts to maintain consistent management. Ineffective data, a lack of comprehensive data planning, and an inability to integrate into a comprehensive management information platform are all results of a business system that is in disarray. Due to the separation of personnel planning and actual production, annual budget and financial management, and human resources and other business systems, it is difficult to realise the sharing of information because of the independent, fragmented, and segmentary relationships that exist between businesses or even different parts of the same business. This makes it even more difficult to realise the sharing of information. It's tough for all levels of management to be abreast of the latest developments in the basic units' human resource situations.

In addition, it lacks the information and business procedures necessary at both the team and enterprise levels as well as effective integration of basic data and a lower standardisation level [6]. As a result, information coding is not standardised under a single definition, making it hard to comprehend the interplay and complementarity of various sets of information. Additionally, the poor portability of certain outstanding subsystems is a direct effect of the low availability and integration, it, in turn, hinders the integration and promotion of business as well as the effective support of company-level business analysis [7].

15.2.3 Standardization on a Lower Level of Both the Data and the Business Process:

The difficulty with the conventional HRM model is that it doesn't consider the nuances of the manufacturing process, the value that employees provide to a business, or the challenges of controlling the labour costs that are directly attributable to those employees, so it focuses primarily on the management and control of specific businesses. This scarcity cost cannot be sensibly allocated to the control centre of the company's overall cost, making the standard HRM model inadequate for the task. Information used in management seldom changes. Because it can't do analysis, doesn't help with making decisions, and can't be managed or controlled well, the traditional model places a greater emphasis on past experience in the decision-making process and places more weight on the competence of individual managers in the face of greater uncertainty [8].

The system lacks the group and company-level data, as well as the operating standard and standard business flow, and has a lower standardisation level for its data. As a result, information coding is not standardised under a single definition, making it hard to comprehend the interplay and complementarity of various sets of information.

Also, the poor portability of certain outstanding subsystems is a direct effect of the low availability and integration, it hinders either business development and integration or effective company-level business analysis help.

15.3 Importance of the Human Resources “(HR) Standardization Reform in the Process of Electronic conversion”:

The emergence of digital technology is now crucial to the development of company. Human resources traditionally used progressive optimization, which included looking at historical patterns to make adjustments for the future. However, because of the digital revolution, the whole business model has shifted, and HR is now equipped to swiftly carry out innovation and exploration thanks to its access to an endless imaginative space.

Human resources need to approach the future of exploration by looking at system innovation from two fundamental disciplines' perspectives. Value creation the first one, which indicates that HR initiatives should lead to increased profits for the business, and the second is effectiveness improvement, which refers to whether or not the HR initiatives have a positive impact on the company's bottom line.

One definition of a "human resources digital management information platform" is "a set of centralised information systems that can organically connect with information technology to realise personnel's full life cycle management." This definition covers everything from the approval of the onboarding process all the way through the management of daily personnel and salary dispatching. The business process can be regular and standardised if roles and responsibilities are made clear, and Internal controls, internal business procedures, and warning can be realised with the aid of flexible and powerful workflow technology. This provides the foundation for the efficient control of various management levels, limits arbitrary decisions, and strengthens the internal control the company. simultaneously, changing the mindset, values, and routines of employees may free them from tedious tasks in favour of more creative ones, boost productivity, lead to more well-informed business decisions, and boost overall company effectiveness.

15.3.1 The relentless march of business toward a more modern, information-based model of operation is unstoppable:

A lack of management and a shaky internal management and business structure were prevalent issues for organisations that used monopolistic management in their formative years. Companies face a significant challenge and are compelled to undergo a management model transformation as a result of the introduction of cutting-edge management ideas, methodologies, and techniques made possible by the opening of markets after participation the WTO. The criteria that are put on the institution's supervision, the pay process, and the health of the company's management and personnel have increased in conjunction with the company's growth [10]. To assure the company's breakthrough development, it is now crucial for businesses to further expand the function and application range of information systems. Real-time data support information system is necessary that is integrated, inside the regional scale, to direct the business operation. This is because the information system is required to be able to guide the business operation. On the one hand, implementing a digital human resource management information platform will speed up the enterprise's informatization construction; on the other, it will allow the business to set up an information platform that links its internal data with external sources so that it can respond to market fluctuations with precision.

15.3.2 Important for the Government to Continue Business Reforms:

In today's information culture, the old management paradigm has become outmoded as a result of the rapid speed at which the state is expanding the business reform. Information has evolved into the sixth type of energy.

In addition, an increasing number of businesses, both domestically and internationally, are turning to the gathering of computerised information as their secret weapon in their quest for higher levels of labour productivity, increased levels of efficiency, and the ability to seize opportunities in the market.

As the HR digital information system is able to effectively monitor and analyse the flow status of HR both within and outside the organisation, it is possible to exercise stringent control over the medium- and long-term budget for the HR department and to receive early warning of the issue of contract violation. In this way, it can affect how managers at various levels think about their organisations' working conditions, leading to a radical shift in management practise, a significant increase in the efficiency with which companies can manage and control their operations, and a significant expansion of the scope of enterprise reform.

15.3.3 Enhancing Management of Emergencies at Businesses While Cutting Operating Expenses:

By bringing together all aspects of HR's internal and external operations, the HR digital management information platform increases data reliability and makes simultaneous logistical, capital, and information flows a reality. Because everything is stored in one location, the system has the potential to make on-demand manufacturing and cooperative production work a reality.

It can also increase efficiency, integrate resources, significantly reduce waste, and lessen the impact of operational crises. Additionally, HRM, pay management, reporting and statistics, and talent development and management may all benefit from the integration, modernization, standardisation, and automation made possible by real-time data analysis. Furthermore, real-time data analysis has made it possible for businesses to successfully use the ever-increasing amounts of data at their disposal to anticipate, prepare for, and recover from economic downturns.

15.3.4 Rationalizing Workflows and Developing a More Proactive Approach to Management:

A digital management information platform for human resources is required in order to complete some pressing tasks, include novel approaches to information application and informatization management, as well as improvements to the paradigm for entrepreneurial management. This type of platform should be able to combine inventive management facts with management process, as well as internal resources and external environmental information.

This platform combines and optimises the business process and corporate resource allocation based on the real situation, in addition to this; it is a violation of the well-established management paradigm, which is all helpful in providing an information management system that is integrated, effective, and highly efficient.

There will be less unnecessary back-and-forth because of the more sensible business approach. The HR digital management information platform helps to increase management efficiency by reducing the likelihood of low-level errors caused by humans when it is conducting flow control and data verification.

As a result, the importance of continuing the HR digitalization and standardisation reform has been brought to light; this will be the future path of contemporary HRM.

15.4 Advice for HR Standardization Change in the Age of Electronic conversion:

When it comes to human resources, the rate of adaptation and transformation will increase dramatically as a result of the standardisation and digitalization reform. The creation of a administration replica and design system outline to standardise the essential business process stands on real business condition and evaluations of processes is an effective method for increasing a company's total competitive forces and fostering sustainable development.

This is accomplished through one of the most efficient methods available. By ensuring the modularization, standardisation, and functionization of the system creation, it is possible to simultaneously streamline the HRM business operational process, develop a multi-operating platform in a timely manner, and solve all of the problems that exist within the HRM system.

15.4.1 Leadership and Staffing Decisions to be Made Accurately:

Management at all levels must pay close attention to the HRM digitization and standardisation reform, define who on their team is in charge of the initiative, and work together to ensure the success of the initiative. To ensure that the project is constructed in accordance with the unified progress that is being made at the headquarters, the HR managers at each level of the organisation need to ensure that there is effective cooperation and organisation throughout the entire process.

Additionally, they need to provide a guarantee from aspects such as legal compliance and data security. It is also important to put effort into ensuring the system runs smoothly after it has been implemented, to build a strong HR IT team, to develop a realistic strategy for bringing in new employees, to encourage the growth of individuals with expertise in both business and technology, and to train and develop a cadre of HR informatization experts.

When promoting a project at any level, it is essential to provide sufficient training time and excellent training outcomes by ensuring that the whole team and different types of users are trained.

15.4.2 Functional Positioning in System Modularization: An Issue That Must Be Correctly Resolved:

Whether or whether the HRM information system is effectively implemented relies heavily on its sensible functional placement. Rather than being developed in a vacuum, HR digitization and standardisation reform should be grounded in the current state of the company, take into account the main conflict, and zero in on the most important aspect of management and control. Complexity can be minimised by adhering to the principles of comprehensive planning and methodical implementation, segmenting the application system based on the strength of the connection between connected functional modules and the business relevance, integrating related and similar systems, and actualizing the function of one or occasionally multiple of the basic functional modules like organisation management, personnel management, and salary management. All of these factors contribute to reducing the complexity. The central office must oversee the HRM digitalization and standardization reform, ensuring that all aspects of system planning and marketing are kept under one roof. The solution enables you to improve the level of service provided by workers at all levels, as well as the professional quality of those employees, change the work patterns now followed by employees, and shift employees' focus from operational decision making to strategic decision making.

In addition, enhance working efficiency and data and information quality by selecting an appropriate business process in the system in light of the current circumstances, allowing the basic unit to get more deeply engaged with the aid of reasonable and standardised operations.

15.4.3 How to Fix Standardization Issues the Right Way:

Conflicts between individual preferences on how to get things done and the need for uniformity in the workplace are an inevitable by-product of the wide range of tasks involved in human resource management. As a result, it is crucial to establish a standard that is constant, as this will provide a stable basis for future data analytics and analysis. The HRM digitization and standardisation reform is comprised of several steps. An in-depth analysis of the HR industry's distinctive characteristics will be performed in order to determine the requirements of the HR business.

This will be followed by the identification and isolating of relevant professional indicators, the clarification of indicator properties such as name, definition, calculation formula, statistical calibre, dimension, and metric, and finally the classification of indicators and the formation of classified documents. Standards for information coding, information management, and information technology should serve as the pillars of any successful endeavour to standardise. The standards for management code cover a wide variety of subjects. These subjects range from the rules, methods, and technology used to generate the code to the standardisation of fundamental and professional words, structured data, data transfer, and interconnects, as well as a number of other topics. Information technology standards also include the standardisation of business processes, management processes, maintenance processes, and an external reporting template used by the related industry and the company.

Both the hard data criteria and the more abstract process requirement are part of the standard. The hard data criteria stipulate that in the event of a difference between standards, the highest standard will be used, and that the system will only allow for a single unified information code to be used. Future integration with platforms for finance management and control and production management and control is aided by the use of the unified standard. In order to maintain the vitality, stability, and scalability, as well as the consistency of the hard data standard, it is important to have a strong footing in the present while keeping an eye on the future. If businesses want to fully realise the unification of process and standard, among other things, ad hoc meetings need to be held, the unified standard level needs to be maintained, the work process of "establishment-using-feedback-maintenance-upgrading" needs to be established and improved, the standardisation ideas need to be integrated into daily work, the common value concepts need to be provided, and a unified code of conduct for professional personnel needs to be established.

15.4.4 Optimization of Real-World Systems, Correctly Addressed:

In addition to being the most common complaints from actual users, a lack of user-friendliness in the system's operating interface and a lack of polish in the statement-forming and inquiry processes are the primary issues that limit the system's actual usability in real-world business settings. In addition, the HRM information system in the company's branches and subsidiaries will have a large number of users and general system data, therefore a group has been formed to thoroughly investigate and appropriately address the issues of system optimization to guarantee the system's operating efficiency.

Integrating data organically inside a system, resolving the issue of data interaction, and optimising the distribution of diverse information resources have all been achieved via the development of a single, comprehensive solution, which has been fully shown and rationally designed.

15.5 Conclusion:

It is necessary to adhere to the overarching "a method of coordinated planning, high-level design, gradual implementation, and ongoing improvement" in order to completely improve HRM quality and accomplish the ultimate goal of HRM digitization and standardisation. This involves highlighting the value of relevant business, refining the procedure, and eliminating "the individual Information Island through business integration". In addition, we need to converge on a standardised "weighting system" for management, make high-level resource sharing a reality, and progressively broaden the scope of applications in order to achieve our ultimate goal.

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