

Role Of Information Technology On Organization Effectiveness Through

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ABSTRACT

The role of information technology on the effectiveness of organizations with a focus on human knowledge and rationality to exploit the idea and to deliver repetitive and non-creative tasks to the machine, as well as to increase the efficiency and release of human skills, has been particularly emphasized in recent decades.

Information technology has transformed many scientific fields such as medicine, architecture, agriculture, physics and especially management.

In this regard, the introduction of electronic suffixes into key areas of activity such as business, education, banking, government, marketing, supply chain, sales, human resources management and the like can be used as objective evidence. And empirically mentioned.

Since information technology is at the heart of the development of societies and organizations, designing its structure requires deep consideration and consideration, along with presenting appropriate models and examining existing models in internal and external organizations.

Information technology, derived from the intersection of electronics, data processing, and telecommunications, has helped to bridge the gap and bring computers and users together, as well as to mechanize communication systems and increase data transfer capabilities.

This has led to decentralization and the creation of a highway and the speed and quality of decision-making and efficient management.

Experience in the widespread use of information technology in organization effectiveness through human resource management goes back to the '90s. Although initially, IT sought to provide various solutions to human resource management problems, it is nowadays an important component of the HRM process.

Due to the widespread changes in the organizational landscape created by the application of information technology, the tasks of human resource management have also been affected. Interaction between HR professionals and professionals in other fields is widely done using IT systems within the organization or even outside the organization. Extensive e-HR services are shaping major changes in the HR departments of organizations.

KEYWORDS: *Information Technology, Organization, Effectiveness, Human resource, Role, Business, Management, changes.*

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I. Introduction

The Use of information technology to the effectiveness of organizations by human resources promises fundamental changes in all areas. Just as the world today cannot be considered without the power industry, today's world cannot be imagined without information technology.

With the advent of information technology, the role, position and even role of HRM in the organization have undergone major changes. Human resources specialists who have previously performed most of the second-rate organizational and nonprofit activities. With the widespread use of information technology in the field of human resources, they have become the strategic partners of the organization.

In today's world, information technology has made it possible for the information to be useful and efficient. Implementation of information technology has led to widespread change in the administration and information systems of organizations, with the possibility of electronically transmitting data, documents, documents, and correspondence through computers and telecommunications lines.

Studies show that there is a positive relationship between investment in information technology and enterprise returns and human resource productivity.

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Information technology also enhances the ability of organizations, resulting in increased product diversity and improved quality and customer satisfaction.

It also facilitates the bureaucratic process and increases the efficiency of staff and management. One of the major outcomes of decentralization information technology is decentralization.

This means that things can be done remotely without having to have a constant physical presence in place, which emphasizes the shortening of time and space as a highway cloud.

The three main focuses on the application of information technology to organizational productivity through resource management include people, infrastructure, and applications.

Education, skill development, and culture are the primary axis that people are concerned about.

Networking, technical equipment, infrastructure-based rules and regulations, and finally e-learning, paperless systems, teleconferencing, e-government, e-commerce, and so on are the applications of information technology.

Therefore, in this descriptive article, we have tried to present concepts, models, applications and benefits of Information technology on organization effectiveness through human resource management, outline the challenges and constraints facing the development of this technology in the effectiveness of organizations, and outline solutions for them.

II. Literature Review

Information technology will play a vital role in organizational effectiveness in the 21st century as most organizations will have to use one type of information technology as a way to upgrade their productivity and increase their competitiveness and flexibility. (Ashraf, April 1, 2012)

There are three general reasons why human resource management needs and applies information technology: IT potentials to accelerate and accelerate processes, potential IT capabilities to handle complex issues and issues. Human resource management as well as it is capable to assess and inform the learning needs that human resource management needs to perform its procedures. (Srivastava, January 1, 2009)

Today, the use of information technology on organization effectiveness through human resource management is essential for all organizations, and it's inevitable because, with the expansion of business, globalization, and rapid technological change, organizations need to have the flexibility to do so only through the use of researcher information technology. (Ghayasi, 2019)

Information technology in organizations has many applications. Today, many organizational activities are carried out using information technologies. This speeds up activities and increases accuracy and confidence. Expanding the application of information technology in doing things is such that if there is no information technology to perform many of them, if not impossible it will be difficult and the level of efficiency will be significantly reduced. (Davis, July- 2000)

Given the importance of the development and application of information technology, it has also been the focus of public sector practitioners in most countries around the world to create efficient, fast, convenient and convenient organizations in the public sector in recent years. (Nazari, 2019)

The use of information technology for organizational effectiveness in a specialized task in an organization through human resource management is called the operational application of information technology. Staffing list preparation, sales invoicing, inventory forecasting, production planning, labor distribution and specialization, industrial costing, maintenance, and other specialized tasks are areas of operational information technology application. (Pirghani, 2018)

Understanding the importance of using information technology in the public sector and the role that information technology can play in public sector reform has led policymakers from different communities to put the issue on the agenda. (Afshar, 1981)

At the operational level of organizations, information technology and computers are expanding automation and thus helping them to perform complex tasks quickly and economically. At the same time, operational application leads to ways of simplifying operations as the organization's system becomes more efficient and human and machine resources are utilized efficiently. (Sahibi, 2019)

Today, utilizing the opportunities created by information technology with the help of human resources management is one of the important issues for new organizations as well as for their effectiveness. (khanzada, 2016)

The rapid development of computer technology for human resource operations has led to significant changes in human resource control. Today, advanced human resource management information systems available in the form of computer software are used to control human resources. This software systematically performs human resource management tasks such as human resource planning, selection, and remuneration. The software also helps HRM monitor attendance performance and measure performance. (Najafi, 2018)

III. Methodology

This research is methodologically applied because, considering the conceptual model of research and the indicators extracted from the literature, it examines the role of information technology in charting organizational growth through human resource management.

It also clarifies this for organizations that have used information technology for growth, as well as for organizations that have not yet moved on, which undoubtedly has many positive effects on organizational growth through human resource management and ultimately organizational effectiveness.

On the other hand, this research is also descriptive in that it describes the relationships between variables. So in one sentence this research is descriptive and applied.

Data collection method

This is a qualitative research which is concentrated on the secondary data. The researcher tray to find out the Role of Information Technology in Drawing Organizational Growth through Human Resource Management, Books, articles, theses, internet, and databases were also used as secondary sources for gathering information and data needed for this research.

Role of Information Technology on organization effectiveness through Human Resource Management. Technology:

Technology refers to the knowledge and expertise of how things are done and includes innovations, innovations, techniques and a wide range of knowledge and information. In general, technology is a contractual term, with many themes, and different authors have each defined the term and looked at it from a particular angle.

Some have emphasized the technology used in their definitions of machinery and some have emphasized the knowledge used. One focuses on human-machine interaction and the other focuses on materials as part of technology.

Information Technology:

Information was considered by computers as the main infrastructure for the transformation and transformation of information technology, and computers played a central role during this transformation. This role involves both adapting and encouraging broader information perspectives as well as how it is transmitted and transmitted over time and space.

Since the 1950s, computers have replaced traditional accounting and record-keeping practices through the nascent data processing industry. In general, the term information technology is used to describe technologies that assist us in recording, processing, marketing, and transmitting information via fax, micrographs, and other telecommunications tools, as well as older document archiving technologies, computing machines. Mechanical, printing and engraving.

Other researchers, including Slizer et al., Have introduced information technology as an umbrella that encompasses many forms of software, hardware, and services used to collect, store, retrieve, and transfer information.

With the development of such technologies and the powerful and powerful impacts on all aspects of business, information technology has certainly played a vital role in the global economy.

Despite all the optimistic predictions of the future of information technology, Wells and Day (2004) have argued that information technology can only serve as a lever to bring the organization to the foreseeable effectiveness and value-added organization. The organization has the five key assets of labor, financial, physical, intellectual property, and relationships.

Role of Information Technology on Organization effectiveness:

Information technology allows for greater productivity and efficiency, broader control and a reduction in the number of professionals. Information technology allows organizations to control the expertise of experts and reduces the need for technical expertise in the organization.

It is logical that once management levels in organizations have decreased, those organizations will need fewer managers and queues. This trend is further illustrated by the phenomenon of middle management shrinking or shrinking.

Information technology affects the cost and quality of information. Information technology helps organizations reduce their transaction costs by reducing transaction costs, which are costs that an organization incurs when purchasing what it does not do for itself.

According to transaction cost theory, just as organizations and individuals seek to save on production costs, so do they seek to save on transaction costs. Information technology helps organizations reduce transaction costs and contract with external suppliers instead of using internal resources.

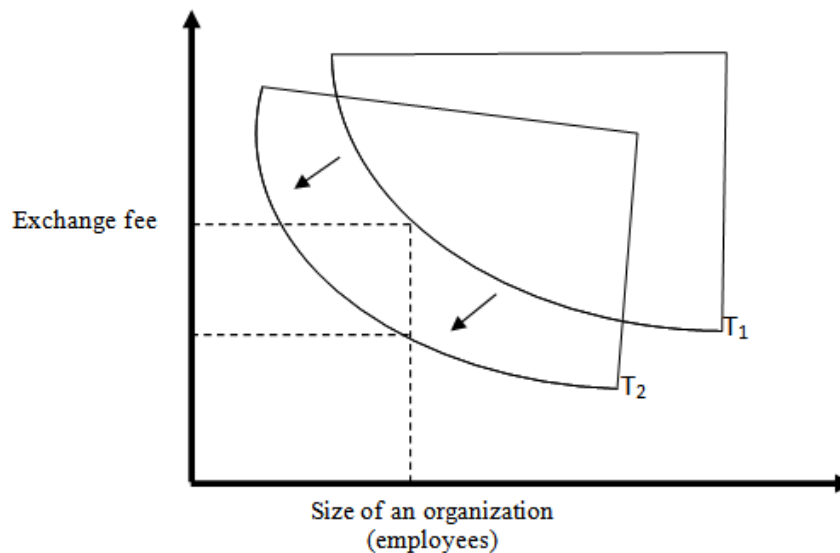


Figure - Theory of Exchange Costs and the Impact of Information Technology source: Laden & Laden, 2009

The above figure- shows that by reducing transaction costs, the size of the organization (number of employees) should be reduced because closing a contract to buy goods and services from the market is cheaper and easier than producing the same goods and services. The size of the organization can be constant or even decrease even if the organization's revenue increases.

The use of computers and information technology has made some changes to organizations' effectiveness. These changes are in areas like a concentration of power or authority, power, and position, job content.

- **The concentration of power or authority**

Whether or not the widespread use of information technology will lead to a concentration or lack of focus on business operations and management may depend on the philosophy of top management. The higher the level of control and influence of the lower-level employees on the decision making process in the organization, the lower the focus on the organization can be and if the use of information technology in the organization, the level of control and influence of managers on the decision process, the greater the focus. It will not be possible to provide a clear pattern in this case.

- **Power and position**

Given that information is a source of power, with the introduction of information systems in the organization, the amount of information under the control of individuals will change, and thus the power of individuals (the power of information) will change.

- **Job content**

One of the effects of information technology on the content of some jobs is both in government agencies and in private organizations. Changes in job content occur when the job is redesigned, and as the nature of some of the organization's activities changes with the advent and development of information technology, job design changes and consequently job content will change.

Role of Information Technology on Human Resource Management:

Today, information technology has penetrated all parts of the organization, and even the most important of all, human resources, has not lost this impact.

Information technology has made it difficult for organizations, the resources themselves, especially human resources, should be comprehensive. Using this system can empower employees to provide them with the complete information they need to perform their job or business in the best possible way.

On the other hand, expanding the activities and duties of managers in the field of human resource management and continuous interaction between these activities. And the need for coordinated planning in the fitting, optimization, maintenance, and application of Effective human resources as the most important strategic resource of any organization, the creation of an appropriate information system and, daily, the information needs of this system in large organizations.

Many organizations In North American and European countries, they have benefited from their latest findings in the field and have not introduced the electronic human resources system. The specificity of this system is in its flexibility in different organizations. Many organizations have undertaken various researches in this area and have helped to improve the effectiveness of human resource management activities by promoting human resource systems.

IV. Discussion

The current study investigates the role of Information Technology on Organizational effectiveness through Human Resource Management.

Information technology, with the help of human resources management, helps organizations to be more flexible in structure and enhances their ability to understand market changes and respond to them and take advantage of new opportunities. Information systems help organizations large and small gain more flexibility and overcome the constraints imposed by size.

Small organizations can use information systems to gain the power of larger organizations. They can perform coordination activities such as bidding and bidding and many production activities with a limited number of managers, office workers or manufacturing workers.

Overall, information technologies, along with their factors, and human resource management have made tremendous changes in companies and business organizations, so that the overall performance of such companies is strongly influenced by the extent to which the technologies in question are used. Human resources management, in turn, is affected by these developments due to its broad role in the organization.

Some of the things that information technology through human resource management can change the processes of an organizations, that information technology is mechanizing and speeding up processes, Enables virtual businesses and remote collaborations; Enhances interactions and enables instant feedback, generates, distributes, efficiently and intelligently manages knowledge, performs computationally large and effortless computations, and shares information across different levels of the organization.

V. Conclusion

Information technology requires careful planning to be used effectively at the organizational level. This planning includes an in-depth study of the organization's culture, the ability of the organization, changes, the external environment of the organization, the amount of management support, information needs of the organization, and ways to meet them.

Organizational skills in the field of information technology should also be reviewed to ensure that there is adequate and sufficient manpower to maintain systems in both hardware and software.

The lack of knowledge of managers in the field of information technology hinders the adoption of this technology in organizations. Consequently, before information technology can be effectively deployed at the organization level.

Managers need to be trained in different areas of this technology. But unfortunately, managers have become so involved in other technical and mass aspects of the work that it is impossible to pay attention to other aspects of organizational management.

Finally, it can be concluded that the enormous process of information technology requires new human resource management techniques that need to be thoroughly familiar with information systems and how to best utilize them, and with information technologies to adapt to new and flexible structures, the environment will undergo radical changes in their traditional structures.

VI. Limitations

There is no research which is free of challenges and limitations, the following are some of the limitations of the research.

1. The lack of cooperation of research related organizations with the researcher, which unfortunately also puts this pressure on the researcher.
2. Insufficiency of research similar to the research topic.
3. Limited to those organizations that utilize information technology to chart their organization's effectiveness through human resource management.
4. Lack of knowledge of several organizations about the role of information technology on an organization's effectiveness through human resource management.
5. Lack of interest in individuals and responsible organizations for collaborating with a researcher.

Recommendations

Research is a never-ending process, and as each research proceeds, more and more areas for research are raised, making it a never-ending process. Based on previous discussions and based on the findings of the research, several suggestions for future research are made:

1. As stated, this research has focused on the role of information technology on organizational effectiveness through human resource management, in the view of the researcher, it would be appropriate to conduct similar research on information technology practitioners.
2. Future research can examine the effect of workforce culture, values, and norms on the willingness to use information technology and use.
3. The effect of organizational structure can be seen as an intervening variable in the relationship between the role of information technology, organizational effectiveness, and human resource management.
4. Similar research should be done comprehensively and comparatively in different industries with different technologies.
5. The last suggestion in this section is to examine the impact of information technology outsourcing as well as human resource management on HRM performance.

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