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Patent Search

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Abstract:

Human Resource Management Challenges and Strategies for Managing Employee Relations in the Digital Age Abstract: Human society is complex and managing people always been a challenging task. Now, the digital age has added even more complexity to human resource management. Trends such as a growing millennial workforce expectations, global economic disruptions, and expanding hybrid work culture have made human resources a difficult job. The first step to overcoming these challenges is to identify the problems. By defining problems clearly, you make them easier to solve. This means saving time, money, effort, and resources, which will ultimately play a role in boosting business outcomes. There is no gainsaying the fact that e-HR has become an inseparable part of the functioning of almost all the large business players in the current scenario. It helps in integrating the widespread activities of organizations by enabling connectivity between different organizational functions and providing accurate personnel information on-line and round the clock. The ultimate result is a substantial elimination and cutting down of redundant activities and a boost to the profit of the organizations. E-HR phenomenally reduces dependence on the time consuming and error-prone HR paper trail. However, as always, technology comes with its own set of huge set up costs, overkill and loss of the "human touch." Hence, first and foremost it is very important for the HR professionals to get comfortable with the technology before they make other people see the value of such tools. This paper highlights the results of a study conducted to identify and analyze the issues involved in installing HR systems in any organization.

Complete Specification

Description:DESCRIPTIONS:

The managers of 21st century envision that Information Systems will have a major influence on their style of decision-making and their management style will be highly innovative and personalized. They will have the ability to extensively browse through large databases for specific data and also to manipulate the same at their own will. Human Resources arena the use of IT to web-enable human resource processes for speed and efficiency is termed as e-HR. E-HR is a blessing in disguise for companies with scattered operations around the globe with employees required to interact with one another and the administration for various reasons. The cumbersome task of handling huge amount of paperwork manually can be done away with. As is the case with all new systems and concepts, e-HR too comes with its own set of challenges, which require a careful scrutiny before being adopted and launched in any organization. In the area of Human Resources, there are two very commonly used software packages viz. SAP and People Soft. These packages are highly customizable and can address the unique needs of companies. The implementation of these packages is however fraught with several challenges. Some of these challenges relate to the presence of an IT Culture, Security of the Information generated, Training, Continuous Monitoring and Feedback etc. In India as well as in the Global Village, there are several companies, which have successfully implemented this system. For every one successful company, there are at least a dozen companies, which have failed in implementing the system in a proper manner and utilizing the full potential of these systems. The issue really is what are the challenges companies face in implementing an e-HR system and what are the factors that the organization must guard itself against while implementing an e-HR system. This paper discusses these issues and tries to establish the factors, which an organization must look at while implementing an e-HR system. Talent acquisition is one of the biggest human resource challenges right now. We have a millennial workforce whose priorities are quite different from traditional outlooks. They look for jobs that provide flexibility, feedback, appreciation, and meaningful work. Companies have now started engaging in a competitive

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