

## **Digitalization in HR tools and it's convenience among employees.**

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### **Abstract:**

Organizations are reshaping themselves because of digital transformation it helps the organization in reducing the burden regarding cost and saves time, which very precious now days. This main purpose of this study is to understand the role Digital in HR tools and its convenience among employees. The Research information of the study was collected from primary and secondary sources of data. Primary data was collected from specified employees through questionnaires and valid discussion. Secondary source was from websites, literature reviews etc. The major findings of the study were that employees of the organization are very much satisfied due to the digital HR tools which are provided for them and it is in convenient form where they can access the tools without any issues. New technologies in the organization supports employee in carrier growth.

**Key words:** Digital HR tools, Employee convenience, Employee satisfaction.

### **Introduction:**

The organization with strategic human resource policies and strong HR team can build a great bond between employees and their organization. Such a bonding can be achieved, when the employees are satisfied at high level. Now a day's it's a real task to an HR to escalate the level of employee engagement. Digital HR has been identified as the top development by Deloitte 2017 Global Human Capital Trends report. Organizations are concentrating on developing digital workplaces which is nothing but to redefine how people work and connect with their social group. HR is not only about people, but also about processes. Right from recruitment, performance metrics to structured training and compensation, cloud-based HR solutions help in the centralization of employee data. The existence of cloud in HR is still in infancy stage. Being an HR it's a responsibility of them to make sure of providing every facility to enhance the employee convenience, especially in HR and services.

In order to achieve this objective, IT is essential for to translate from traditional way to a modernized culture. When the concept of "modern" arises, it immediately strikes about digital environment. Digital HRM can be expressed as a process of integrating intelligence technology and HR policies/ procedures. Digitalization of recruitment process, training & development activities and performance appraisal procedure are considered as digital HR tools. In this process of transformation. IT takes an in charge of installing the team is to tune the mindset of employees regarding new change and development. The main area to be concentrated by an organization is on understanding the employee's perception towards new culture and its convenience among them. The emphasis here is on caring employees, as organizations believe that employees who are well taken care of will, in turn, take care of the customers

**Literature of review:**

1. Rakhy and Sony Vijayan (2018): They said that digitalization HRM are dynamic, simple and faster. E-HRM supports networking and its activities to be more effectively and efficiently. Digital HRM enhance the strange policies to be competitive in retail market by using the tools called digital aids, activities etc., the technologies provide every important to a business organization regarding internal & external environment. A small change in the market which are informed to the organization can keep it accurate and its activity on track.

2. Tonja Blom, Yvonne Du Plessis, Hamid conducted a study which was aimed to understand the role of electronic HRM in diverse workforce efficiency (2019) The finding of their study confirmed that e-HRM was implemented in streamline HRM processes of an organization in order to improve competitiveness. If there is a failure in interaction with people and technology leads to complexity in achievement of success. This case confirmed that technology changes are often undertaken, such an approach was undertaken to ensure performance consistency. This study found that how consequences of diversity affect e-HRM implementation and how e-HRM systems can lead to enhance the relational breakdown in developing country vortex.

3. Manish Gupta, Jathin Pandey, Gaur, Neharika Vohra focused on the role of technology workforce management. According to their study technology has become Omnipresent in everyone's life. When it comes to workplace it is quite common based on the requirements. It is a double edged sword with potential to make or break the major consequences regarding employees and employers. Organizations are in need of updated technologies to attract and retain N effective employees for longer period. At the time of 2.0 technology companies were into many difficulties to fulfill the vacancies with qualified employees. Now we are into 4.0 technologies on HR functions. This contributes a lot by facilitating Chabot's, Smart offices through cloud and Human resource information system. This is benefited to an organization in attracting potential employees and employees to be satisfied with balanced work and family life.

4. Elif Baykal (2020) says in her study that, Organization is affected by astonishing technologies with the help of latest developments. The study was conducted in order to identify and fill the gap called "A scarcity of empirical study in digitalization of HR ". It describes the usage of e-HRM policies and the way to manage it. The HR professionals can earn the opportunity to focus on more differentiated strategic tasks and can be more effective.

5. Elif Baykol (2020) conducted a study on Digital era and new way for recruiting employees. It was an empirical study. It says that competitive business environment, led companies to go in search of more qualified employees where the goals and objectives of the company demand. This kind of requirement can be met only by digitalizing the recruitment functions. Further she has explained about various dimensions of E-recruitment process. It provides speed and reduces cost for organization and it has even drawbacks to overcome, that can be done with an effective E-recruitment process.

**Research methodology:**

In this part methodology adapted by the researcher to collect the relevant data is explained. The main motive of this is to achieve the predefined objectives. The researcher has obtained data from primary and secondary sources.

1. Primary data: The data or information collected from selected employees at Volvo Group through wailed discussions and questionnaires (survey)
2. Secondary data: The rest of the supportive data was gathered from existing source like literature reviews, articles and company's official websites. A convenience method was chosen as research methodology.

### **Digitalization in HR Services and tools.**

Digitalization of Hr is a process of optimizing the benefits by social, mobiles, analytics and cloud technologies to reach the expectations of HR polices. Digital HR tries to enhance the company's culture, talent, structure and to balance efficiency in innovation. That helps the organization to uplift its performance.

The following are the points, which describe about digitals HR tools:

- Internal network to communicate:  
Every organization must concentrate on internal networks to communicate. It is a major source for interaction between various departments, and also among employees. This facilitates an effective collaboration. When the organization has a good flow of communication may further leads to team spirit and enhance the company culture. In addition, it encourages flexibility in hierarchies and supports informal conversations. It definitely promotes positive impact of employee's satisfaction.
- Gamification tools:  
Tools and techniques based on games are kept into practice for the purpose of increasing the level of employee motivation. These platforms are more useful by making employees to be participated in teambuilding. Some of the most popular gamification platforms are Badge ville, Bunch ball, Big door or Gamify.
- E-learning platforms:  
Learning is a continues process, employee need to keep on updating his skills and knowledge. Being and employee it is difficult spend extra and separate time for it. To facilitate employees many companies, use learning platforms or learning content management systems which offers virtual classrooms with many different types of course for companies. Thus, an E-learning platform escalates professional growth of an employee and improves a very effective way to attract potential talent.
- Payroll management platforms:  
These are the basic tools, which are almost implemented in every HR department of the companies. The software product offers vacation tracking system and communication channels that allow the team to easy process of government document.
- An updated electronic signification solution:  
Employees' signature is very essential to be collected on going activity of every department. Ex: Getting sign on their paychecks. Thus, HR departments use these tools to save time, save paper and are able to streamlines processes.

The success of HR transformation can be achieved when it has ability to solve not only HR issues but also every department. It should be convenient to use by the employees of an organization.

## Analysis

01. I see myself comfortable and flexible in adjusting with modern technologies.

Co Code	IN	GT	EP	PP	PO	IN	TN	FW	ES	CP	Usage
Co A	4.19	3.98	3.99	3.78	3.89	3.97	3.87	3.99	3.71	3.75	<b>3.91</b>
Co B	4.42	4.12	4.13	4.20	4.17	4.25	4.23	4.22	4.20	4.16	<b>4.21</b>
Co C	4.06	3.91	4.05	3.91	3.95	4.23	4.17	4.12	3.86	3.83	<b>4.01</b>
Co D	3.97	4.09	4.41	4.18	3.97	4.19	4.34	4.25	4.11	4.14	<b>4.17</b>
Co E	4.14	3.94	3.99	3.86	4.02	3.99	3.98	3.97	3.88	3.86	<b>3.96</b>
Co F	4.13	3.62	4.02	3.67	3.80	3.95	3.82	3.74	3.54	3.85	<b>3.81</b>
<b>Total Mean</b>	<b>4.19</b>	<b>3.96</b>	<b>4.05</b>	<b>3.89</b>	<b>3.95</b>	<b>4.07</b>	<b>4.01</b>	<b>4.04</b>	<b>3.84</b>	<b>3.87</b>	<b>3.99</b>

Table No:01: compiled data for comfortable and flexible in adjusting with modern technologies

It can be inferred from table 1.1 that the overall mean value of Usage of Modern technology in the auto industry was 3.99. This shows that comfortable and flexible in adjusting with modern technologies was more effectively by the employees. The mean values of usage of technology by the individual ranges from 3.81 to 4.21 which indicates that adjusting with modern technology was effective across the organizations.

Further to prove statistically that the usages of modern technology were effectively implemented in the industry, one sample T test was performed. The t test was performed with the hypothesis that the mean value was equal to 4 which represents the better score of comfortable and flexible in adjusting with modern technologies.

Test Value = 4						
Usage of Modern technology	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
	-0.430	177	0.668	-0.0131055	-0.073251	0.047040

Table 1.2 Comfortable and flexible in adjusting with modern technologies Mean Significance Test

The statistics from Table 1.2 indicates that as the significance value is high (more than 0.05) and the confidence interval for the mean difference contains zero, it cannot be concluded that there is a significant difference between the test value and the observed mean. Instead, it can be said that the test value 4 is statistically same as the actual mean. This proves that the Comfortable and flexible in adjusting with modern technologies were well implemented.

Digitalization will enhance the engagement levels.

The following table represents that the majority of the employees that is 76.31% are agreeing that digitalization will enhance their engagement levels.

Particulars	Response %
Strongly agree	34.21%
Agree	42.10%
Neutral	21.05%
Disagree	2.63%
Strongly Disagree	0.00%

Table No: 03 Engagement Levels

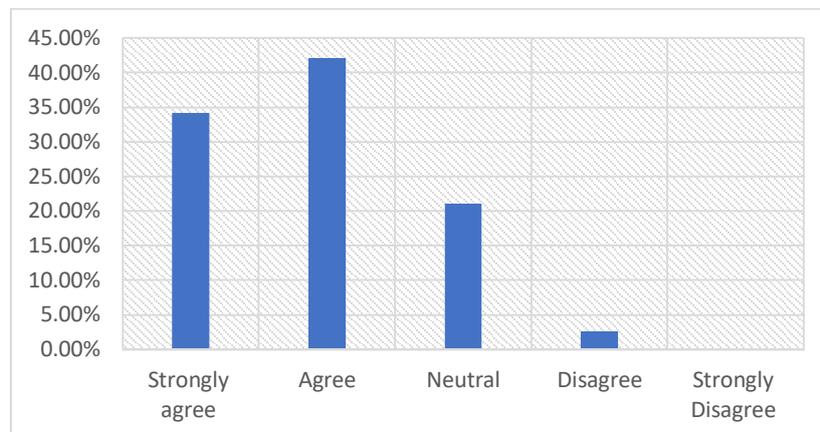


Fig No: 03 Complied data

#### Interpretation:

From the above graph we can say that, 34.21% of respondents are strongly agreeing that digitalization and its convenience makes them to enhance their engagement levels. 42.10% of them were just agreed, 21.05% were neither agreed nor disagreed with it and remaining respondents were disagreed.

Digitalized environment walks extra mile to support my career progression.

The following table represents that the majority of the employees that is 59.88% are agreeing that digitalized environment support their career growth.

Particulars	Response %
Strongly agree	28.94%
Agree	28.94%
Neutral	7.89%
Disagree	5.26%
Strongly Disagree	0.00%

Table No:04 support my career progression

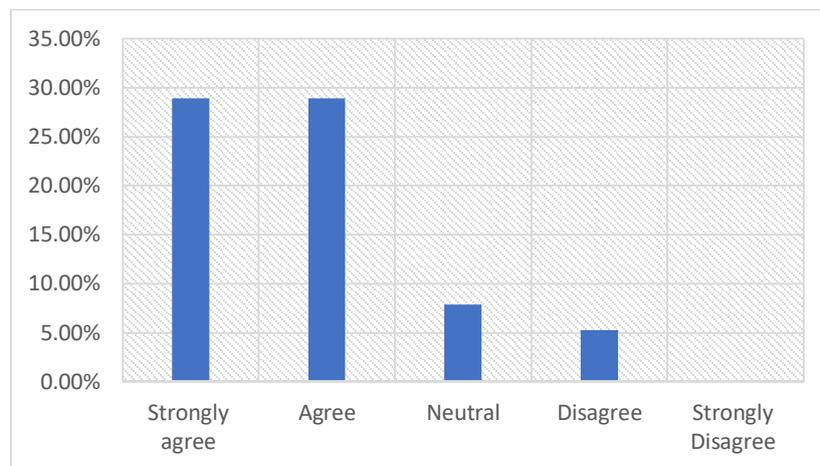


Fig No:04 support my career progression

Interpretation:

From the above graph we can say that, 28.94% of respondents are strongly agreeing that the digitalized environment will help them to support in their career progression. 28.94% of them were just agreed, 7.89% were neither agreed nor disagreed and rest of them that is 5.26% were disagreed with it.

Digital interaction inspires me to be connected and collaborated.

The following table represents that the majority of the employees that is 89.46% are agreeing that digital interaction inspires them to be connected and collaborated.

Particulars	Response %
Strongly agree	44.73%
Agree	44.73%
Neutral	5.26%
Disagree	5.26%
Strongly Disagree	0.00%

Table No: 05 connected and collaborated

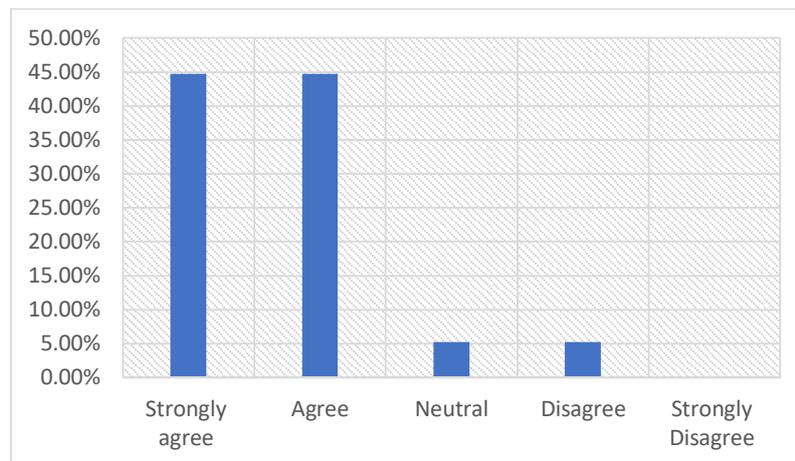


Fig No: 05 connected and collaborated

#### Interpretation:

The above graph represents that, 44.73% of the respondents are strongly agreeing that the digitalized interaction makes them to be connected and collaborated with the team. 44.73% of them were just agreed with the statement. 5.26% were neither agreed nor disagreed and rest of them that is 5.26% were disagreed.

#### Findings and suggestions

##### Findings

- The representatives of the organization are comfort and adaptable in altering with present day apparatuses.
- The representatives are with acceptable commitment levels with the organization.
- The representatives' exhibition and input caught and legitimate preparing is provided to them so as to build their proficiency.
- The computerized instruments in the organization are supporting the workers to upgrade their expert abilities
- The representatives in this organization are happy with the computerized HR apparatuses, which are given to make them helpful.

##### Suggestions

- The organization can choose the qualified applicants with the assistance of online tests. It makes simple to screen the applied up-and-comers.
- The organization can give web-based preparing offices to prepare the workers. It encourages the students to get information in their advantageous spots.

- Digital device can be adjusted to lead the instructional meetings to show them the enlivened recordings which are identified with specialized work

**Conclusion:**

The study concludes that digitalization in HR tools make highly effective in order to facilitate employees and to meet their requirements. The employees of this company are very much satisfied with HR services. That created a good relation between employees and HR team.

The study on this concept has given me a good knowledge about the importance of digitalization in HR tools. It also provided an idea about when the tools are to be upgraded to reach the employees expectations.

At last I would like to conclude that the digitalized HR tools are given criteria to make employee to be beneficial and to be satisfied

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