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Revamping HR Activities for Technologies Adaptation

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ABSTRACT: In today's business environment, technology is changing rapidly, forcing organizations to adapt quickly to remain competitive. Human Resources (HR) departments, charged with adapting employees to changing technology needs, play a key role in facilitating this change. This article explores the challenges and opportunities associated with improving HR activities to effectively integrate technology into organizational processes. This study focuses on various aspects of HR's role in technology, exploring key functions such as recruitment, training and development, management performance and employee engagement. By using the right strategy, HR professionals can prevent the impact of technology and reap the benefits it offers. Finally, this study contributes to the existing body of knowledge by offering suggestions to HR professionals who want to improve their activities that support the use of technology. By adopting strategic thinking and implementation of the HR function in the organization, companies can confidently face the challenges of technological change and achieve growth in the digital age.

KEY WORD: Hr automation, Candidate engagement, Hiring metrics, Compliance, Hr policies, revamping activities

I. INTRODUCTION

Human resources are a growing human relations movement that began in the early 20th century, when scholars began documenting methods for creating economic benefits through management. The role was initially focused on business operations such as payroll and benefits management, but due to globalization, integration, technological advances and greater research, HR now focuses on initiatives such as mergers and acquisitions, talent management, succession planning, marketing and labour relations, diversity and inclusion.

In the current global workplace, most companies focus on reducing employee turnover and retaining the knowledge and skills their employees have. Hiring a new person is not only expensive, but also carries the risk that the new person may not be able to replace the previous employee. HR departments also strive to provide effective benefits to employees, thus reducing the risk of information loss.

II. LITERATURE REVIEW

Griffin (2020): The article concludes by saying that job monitoring is necessary for HR as an ethical way to evaluate employees, but from the employees' perspective, there is a lack of trust in employees and this makes them distrustful and participatory. in the wrong way. It helps understand and monitor employee productivity for performance management. The difference in research is to create rules for everyone, because now every new generation knows how to collect information without being noticed by companies. Sahay (2022): The year 2020 requires organizations to adopt technologies that can have positive and negative impacts. HR uses various new technologies to improve the performance of the organization with the help of technology. This helps understand the benefits and acceptance of HR technology, as well as the challenges faced by HR.

Literature Review Griffin (2020): The conclusion of this article is that monitoring activities are necessary for HR, that is, to evaluate employees morally, but not to employees from the employees' point of view There seems to be a lack of trust towards them, which makes them feel insecure. and engaging in immoral behaviour. It helps understand and monitor employee productivity for performance management. The difference with research is creating rules for everyone because everyone now knows ways to gather information without being discovered by companies. Sahay (2022): The year 2020 requires organizations to adopt technologies that can have positive and negative impacts. With the help of technology, HR departments are leveraging many new technologies to improve the performance of the organization. This helps understand the benefits and acceptance of HR technology, as well as the challenges faced by



HR. The difference in research is having all the information about the device but the fear of losing the information and not returning the information.

III. RESEARCH METHODOLOGY

This report is based on information including primary and secondary data. In this study, secondary data is more important. One of the most important aspects of using research is that it constantly helps us identify problems, collect necessary information, analyse data and provide us with the best solutions to solve problems. It also helps collect the highest level of information senior managers need to make better decisions in daily operations.

IV. FINDINGS

- The company will provide advice on the success of diversity and integration.
- HR departments will rely on technology to automate HR processes.
- Employers will check the company's culture and employee engagement.
- Many companies will use the same strategy in the office and remotely.
- Employers may be concerned about the health of their employees.
- The HR team will update employee benefits. Employers will focus on developing leadership.
- Employers will invest more to improve employee experience.
- HR departments will face new compliance requirements.
- The HR team will work to address the cannabis use policy.

V. CONCLUSION

- HR professionals need to solve these problems. If you don't, your senior manager will let other projects take their toll. As a Project Manager, my advice to you is this:
- Think like an entrepreneur. Build your business owner brand. Promote your employer brand. Promote your employer brand.
- Do not tell your employees about the benefits of lifelong learning. Stay ahead of the latest trends and respond quickly. Learn general business skills, especially how to think like a CFO. What metrics can you develop to show the business the impact you are having?
- Break the stigma around mental health issues. No workplace issue is more important to your organization, your society and Canada's productivity. Workplace stress and depression need to be addressed or your organization will face layoffs and major financial losses.
- True talent management is knowing who your stars are, supporting them, developing them, determining what they need to support your organization; because if you don't know, other companies will.
- Start creating your HR outsourcing strategy today. Otherwise, you won't have time to do the rest.
- So...if HR professionals had a great voice, what would it be? Do we have to sit at the table? Should we be more competitive?
- No, our real call is that we need to change the way the world works. To do this, we need to transform HR into an intellectual enterprise where HR professionals must become future senior managers.

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