

GLOBALIZATION, TECHNOLOGY AND HUMAN RESOURCE

Mukesh Kumar*

ABSTRACT

The basis of Human Resources Management is the recognition of the human personality of the worker or worker which is quite essential for the upkeep of fine industrial relations in industry. They possess a sort of characteristics, perceptions, needs, attitudes and behavioral patterns that complicate organizational activities in banking sector which must be taken into consideration by bank management. It's not enough to merely consider a way to employ the technical skills of individuals. Consideration must even be given to how people will react to how they're getting used and that they will react to the user. Human Resources management deals with these human aspects in a corporation. They shall be involved in managing change processes and improve organizational capacity for change and reform to play. They have to revise and redesign of human resources together with the working managers and are devoted to its consequences. It's essential to human resource managers are part of this agreement. Globalization represents the making of structure of the world characterized by free transfer of technology and human asset throughout the country boundaries further because the spread of data Technology. The article deals with the sensible consequences having globalization for human resource management (HRM). Globalization transforms the culture of the nation a strategic matter that must be faced and properly managed. The matter is that the balancing of the world trends in human resource management with the impact of culture of nation because various aspects of Human resource management are stricken by differences in national culture. The thing of the study is result of globalization and Technology for managing human resources across selected cultures. In present world economy the level up to which human resource activities are successful through various culture is largely depend upon the manager's abilities to know and balance other cultures' values and practice as regards such things because the importance of labor, how power and standing are conferred, the determined value and other basic differences in how people from various cultures view the globe.

Keywords: *Technology, Multi Dimensional, Management, Globalization, Monopoly, Challenges.*

Introduction

Globalization and multi-dimensional phenomenon of globalization and also the process is challenging their efforts. The most challenge of this globalization, changing the pattern. Monopolies and also the emergence of a discrete space is fierce competition within the world. Because of changes within the business world, the HR segment should be changed. The human resources office or perhaps a bit beyond the need of this category was considered. Within the past 20 years, the importance of flexible hands, well- motivated and highly skilled has been revealed. Surely, its one important factor for somebody's resource management as a corporation should be able to identify an improvement of its human resources. Thus, the first purpose of the current paper is to analyse the present effects of technology on HR processes, consider the prevailing literature on the subject, and discuss the benefits and efficiency. During this scenario, there's a desire to obviously identify a technology for an efficient Human Resource Management which is in a position to enhance skills of the staff. Variety of key areas of the impacts of technology on HRM that are discussed so as to achieve an innovative human resource development. Resources are assets and are the factors for producing wealth. The dictionary meaning of Resources is productive power of natural assets. Considering mortals as a resource and exploiting the human resource for optimizing the productivity of the institutions and industries is

* Research Scholar, Magadh University Bodhgaya, Bihar, India.

the biggest stride made by the person during this knowledge era. Masses are categorized as resource or man power after they are working in a corporation and are able to contribute to the organizational goals. The economic era concentrated more on the conventions and protocols which were so rigid and lacking in real human engagement that it contributed more in diminishing the power and effectiveness. This era brought the realizations that only human resource can help organizations attain sustained competitive advantage; only this resource appreciates in value with passage of time and also the product of any organization is by itself not enough to convince the shoppers, it's the service support that actually makes difference.

Resource Management

A resource is anything that's wont to satisfy human needs. Typically, resources are materials, energy, services, staff, knowledge, or other assets that are transformed to provide benefit and within the process could also be consumed or made unavailable within the process. From a person's perspective, a natural resources is anything obtained from the environment to satisfy human needs. The concept of resources are applied in diverse realms, with relevancy economics, biology and ecology, technology, management, and human resources. Further, it and is linked to the concepts of competition, sustainability, conservation, and stewardship. The commercial or non-commercial factors require resource allocation through resource management. Resources have three main characteristics namely utility, limited availability and potential for depletion or consumption.

What is Human Resource Management

Human resource management is also defined as a group of policies, practices and programs designed to maximize both personal and organizational goals. It's the method of binding people and organizations together so the objectives of every are achieved. As per National Institute of personnel Management of India, "human resource management is that a part of management concerned with people at work and with their relationships within the organization. It seeks to gather men and girls who conjure and enterprise, enabling each to form his own best contribution to its success both as a personal. People are prime key resource during this approach. The dimension of the management of a corporation is usually concerned with the people. Since an organisation requires a body of individuals, their acquisition, development of skills, motivation for higher levels of attainments, further as ensuring maintenance of their level of commitment are all significant activities.

The basic function of Human Resources management is the management of human or manpower resources and also the main objective of all those activities that Human Resources management undertakes is to plan, utilise, direct and develop the energies and efforts of individuals so on attain individual and group goals of the banks economically, effectively and speedily. The functions of Human Resources management or the functions performed by Human Resources executives in various banks especially in large companies tend, therefore, to be very comprehensive and varied. Human Resources management or classifications of Human Resources functions. The various experts and other during this field offer no exhaustive or final list of functional areas of functions and seek to incorporate all those activities which are generally, performed by Human Resources departments. Personnel management could be a major part or sub-system of the whole management process or system. It concerned with employees both as individuals moreover as a bunch and aims at getting optimum results with their collaboration. It's an unbroken process. It gives due recognition to its social responsibilities. It's concerned with the well-being of all members of the organization. It endeavors to take care of goodwill and 'community feeling' of the people at work on each level and to achieve the established goals or objectives of the enterprise with an animating spirit of co-operation. It must be so flexible on alter necessary modification, review and adjustments in accordance with the wants of the enterprise or changes in circumstances.

Impact of Globalization on Human Resource Practices

Companies have to consider a various range adjustments be able to hire, make them trained, hold them and help to labour that spread out the various countries, which regularly have varying cultural identities. Assistance with visas, work permits, and housing are required, likewise as training in cultural issues and maybe language acquisition. A company's ability to maneuver into new markets will rely upon its ability to fill needs with skilled workers. During this case, the readiness of labour to be part of mobile may be a key factor to productivity. These changes, changing industry environment, organizations face new challenges to survival and growth. Which include? Thinking and also the next line, is controlled. With the arrival of quantum science, it's out of the question to guess with pure confidence. Chaos is an element of the environment. New methods and sorts of understanding,

designing, conducting and managing their organizations have changed. Within the new paradigm, the world is nonlinear, dynamic complexity is taken into account to be some order and chaos. The organizations that form up the manufacturing process, operational research and planning services to form a dynamic and nonlinear. Expansion of the challenges of the market: the massive, sell their goods round the world. A number of them outside of their country have more income. The challenges of adjusting technology: the orientation towards the event of computing, expert systems, robots, long-range connections, calls transfer and biotechnology and data technology. This orientation has created challenges for organizations including: changing the character of managerial work, remove the control and inspection, enforcement and compliance staff and reduce reliance on agency staff with technology changes. The challenges of data age: current knowledge age to require over, the new economy is that the knowledge of the trade. Information, every three or four years are going to be doubled. Thinking as valuable assets of organizations are going to be considered. This data determines the competitive situation within the market.

Technology's Contribution for Innovative Human Resource Management

As one of a key factor of human resource development, during this article we'd prefer to define it more by evaluating the impact of technology on an advancement of employees. Organizations need to review external and internal environment continuously and implement change. This can be required to be growth oriented and competitive. That organization cannot survive that don't keep human resources fully trained and management cadre developed." They also suggest there'll be longer for innovation and quality issues.

Innovations like technology became advanced with Information Technology (IT) which helps in creating a positive impact on Human Resources. The success and survival of business organizations are totally addicted to technology and innovation which incorporates innovating new ideas, creating new products, introducing new services, and methods of operations. It encourages deciding and participation on giving innovative ideas in the slightest degree levels of the organizations. While automation for various tasks started a protracted time ago, the latest technological powered by AI and Machine Learning is now able to enable the HR department to form data-driven conclusions in reference to the nuance of men made emotions psychology further. The technological advancement has made a contribution so as to develop somebody's resources because the provided points below:

- Highly technical jobs have produced in displacement of individuals unless they need kept adjustment with such development of Technology.
- For those employees, who acquire and acquaint themselves with new technology, the task are challenging and rewarding. Class, in general, stands to achieve through rapidly enhanced Productivity, and decreased prices and increased real wages, all by product of latest technology.
- Job holders became highly knowledgeable and professionals.

It has proved that HR activities will be improved by the knowledge and Communication Technology (ICT), i.e. internet, media, network communication. They assist in contributing for achieving targets of the organization and fulfillment of its personnel policies. Advancement in technology has created a good impact of HR department of any business. It helps to company in improving its ongoing process, core competencies, and making the simplest organizational structure. Human Resource must be that specialize in the strategic objectives of the business mainly. These activities are associated with the event of new system of the business, like research and development of IT systems. Technological Advancement has become a vital part of the organization, and it includes knowledge acquired by HR professionals. In short, all the activities have some technical matter, which, in the end, will lead to greater technological advancement. With the assistance of technology, automation has become advanced to form an era for HR professionals, who aren't only administrator for any organization but also the strategy makers and key for taking decisions for the business. Technology advancement moves parallel to the wants of HR which keeps on changing as per the business environment. Over the past decade, HR and therefore the technology are moving together to great lengths to attain the success within the industry. With an increased dependency of business on HR and Technology, we are, today, amid around billions of dollars within the industry. Information Technology created a good impact on organizations which are existing during a dynamic environment. It'll result in greater effectiveness of the HR. Hence, by using IT application for management system and advanced recruitment system, efficiency of the business are going to be increased.

Conclusion

This article makes an analytical analysis of complexity of human resource management within the context of business globalization and technology. The matter is the balancing of the worldwide trends in HRM. The overall aim of researcher is to explore the matter of balancing the seemingly opposing forces (such as thinking global acting local, decentralization–centralization, differentiation–integration, etc.) and to spot trends and values in HRM. The article shows that such opposing factors should be considered either / or decisions, but as complementary forces that require to be balanced. Tele conferencing technology allows employees to coach and collaborate in groups no matter their location. However despite impact of use of Human Resource-related technology by individual firms, there has been little theory development during this area and academia has did not give the impact of knowledge Technology on Human Resource in organizations from different sectors the eye it deserves. Specifically, the HR technology that applied by most of organizations is Human Resource system (HRIS) which is in a position to traditionally and might facilitate the outsourcing of Human Resource. Human resource managers are being challenged to become effective strategic partners in certain of world class work culture. HRM is to play a strategic role at the functional level being active corporate strategy, which inserts with matching model of HRM. Further, the manager option to determine the simplest Total Quality Management practice, which should provides HRM with a chance to play a more strategic role in organisation. As global business competition shifts from efficiency to innovation and from enlargement of scale to creation of import, management must be oriented towards the strategic use of human resources. Strategic human resources management practices enhance employee productivity and also the ability of agencies to attain their mission. Integrating the employment of personnel practices into the strategic planning process enables a corporation not better achieve its goals and objectives. Combining human resource practices, all with a spotlight on the achievement of organizational goal and objectives, can have a considerable affect on the last word success of the organization.

References

- ✧ Garavan, T., M. Morley, P. Gunnigle and E. Collins, 2001. Human capital accumulation: the role of human resource development, *J. European Industrial Training*, 25: 48-68.
- ✧ Hoda, Ferrell and Memarzadeh Alvani, 2002. Translation, comparative government thought Gvhrbar Press.
- ✧ Dillon, Shelagh. Retrived from <http://smallbusiness.chron.com/factors-affecting-human-resource-plans-61165.html> Factors affecting Human Resource Plans Retrieved from (<http://smallbusiness.chron.com/factors-affecting-human-resource-plans-61165.html>)
- ✧ Sushi, H. (2008). Out of This World. In: *People Management*. ISSN 1358-6297. (2015, May 23). The Role of Technology in Human Resource Development.
- ✧ Mathai, R.J, Pareek. U and Rao,T.V.,(1994) Designing an Effective University System in M.V.Mathur, Ramesh K. Arora, Meena Sogani (eds) *Indian University System: Revitalization and Reform*, New Delhi: Wiley Eastern Ltd.
- ✧ Kulandai Swamy (1995) *Technical Education in India* in K.B.Powar and Santosh Panda (Editors), *Higher Education in India- In Search of Quality*, New Delhi, AIU
- ✧ Tata, J., & Prasad, S. (2004). Team self-management, organizational structure, and judgments of team effectiveness. *Journal of Managerial Issues*, 248-265
- ✧ Wright, P. M., & Boswell, W. R. (2002). Desegregating HRM: A review and synthesis of micro and macro human resource management research. *Journal of management*, 28(3), 247-276.
- ✧ Zaharia, "The Perception and Responsibility to Risk in the Military Organization", *Bulletin of "Carol I" National Defense University*, (Bucharest: "Carol I" National Defense University Publishing House, 2014), 148 -153.

