



**BHARATHIDASAN UNIVERSITY**  
**Tiruchirappalli- 620024,**  
**Tamil Nadu, India**

**Programme : M.A.,HUMAN RESOURCE MANAGEMENT**

**Course Title : HUMAN RESOURCE INFORMATION RESOURCE  
SYSTEMS**

**Course Code :22HRMEC6**

**UNIT-V**  
**CHANGES**

**Dr. T. KUMUTHAVALLI**  
**Associate Professor**  
**Department of Lifelong Learning**

# Changing world of HR

The world of HR is rapidly evolving, driven by several key factors:

## 1. Technological Advancements:

- **Automation:** HR tasks like payroll processing, data entry, and scheduling are increasingly automated, freeing up HR professionals to focus on more strategic initiatives.
- **Artificial Intelligence (AI) and Machine Learning (ML):** AI and ML are being used for tasks like resume screening, candidate matching, and performance analysis, improving efficiency and accuracy.
- **Cloud Computing:** Cloud-based HR platforms enable remote work, data accessibility, and streamlined processes.

## 2. Changing Workforce Dynamics:

- **Remote Work:** The rise of remote work has created new challenges and opportunities for HR, including managing remote teams, ensuring employee well-being, and maintaining company culture.
- **Gig Economy:** The growing gig economy requires HR to adapt recruitment and retention strategies to attract and retain contingent workers.
- **Diversity and Inclusion:** Increasing diversity and inclusion is a top priority for many organizations, and HR plays a crucial role in creating inclusive workplaces and promoting equal opportunities.

### **3.Focus on Employee Experience:**

- 1. Employee Well-being:** Organizations are increasingly prioritizing employee well-being, offering programs like mental health support, wellness initiatives, and flexible work arrangements.
- 2. Employee Engagement:** HR is focusing on creating engaging work environments that foster employee motivation, productivity, and loyalty.
- 3. Continuous Learning and Development:** Investing in employee development through training programs, mentorship, and career development opportunities is crucial for attracting and retaining top talent.

### **4.Data-Driven Decision Making:**

- 1. HR Analytics:** HR is increasingly relying on data and analytics to make informed decisions about talent acquisition, retention, and development.
- 2. Performance Management:** Data-driven performance management systems provide insights into employee performance, identify areas for improvement, and inform compensation decisions.

These trends are transforming the role of HR from administrative to strategic. HR professionals are becoming business partners, playing a key role in driving organizational success by attracting and retaining top talent, fostering a positive work environment, and aligning HR strategies with business goals.

# The Evolving Landscape of HR

Welcome to this presentation about the changing world of HR. Today, we will explore key trends shaping the future of human resources.



# Technological Advancements and HR

## Automation

HR tasks like payroll, recruitment, and onboarding are increasingly automated, freeing up time for strategic initiatives.

## Data Analytics

HR departments are using data to gain insights into employee performance, engagement, and talent needs.

# Paperless Office: Benefits and Challenges

## 1 Efficiency

Digital documents are easier to store, access, and share, improving efficiency and reducing paper waste.

## 2 Security

Electronic records provide enhanced security with access controls, encryption, and digital signatures.

## 3 Collaboration

Cloud-based systems enable real-time collaboration and information sharing, improving communication and teamwork.





# Integration of HR Systems

## Centralized Data

Integrated systems combine data from different HR functions, providing a comprehensive view of the workforce.

## Streamlined Processes

Automation and integration reduce manual work and errors, streamlining HR processes.

## Improved Reporting

Integrated systems generate real-time reports and dashboards, providing valuable insights for decision making.





# Streamlining HR Processes



## Time Savings

Automating repetitive tasks allows HR professionals to focus on more strategic activities.



## Improved Efficiency

Streamlined processes reduce errors, delays, and unnecessary steps, increasing efficiency.



## Data-Driven Insights

Automated processes collect valuable data, providing insights for better decision-making.



# Outsourcing HR Functions

1

## Payroll and Benefits

Specialized providers can manage payroll, benefits administration, and compliance requirements.

2

## Recruitment and Onboarding

Outsourcing recruitment can streamline the hiring process and improve candidate quality.

3

## Training and Development

Partnering with training providers can ensure access to high-quality development programs.





# Upskilling HR Professionals

1

## Technology Expertise

HR professionals need to be proficient in using technology and data analytics.

2

## Strategic Thinking

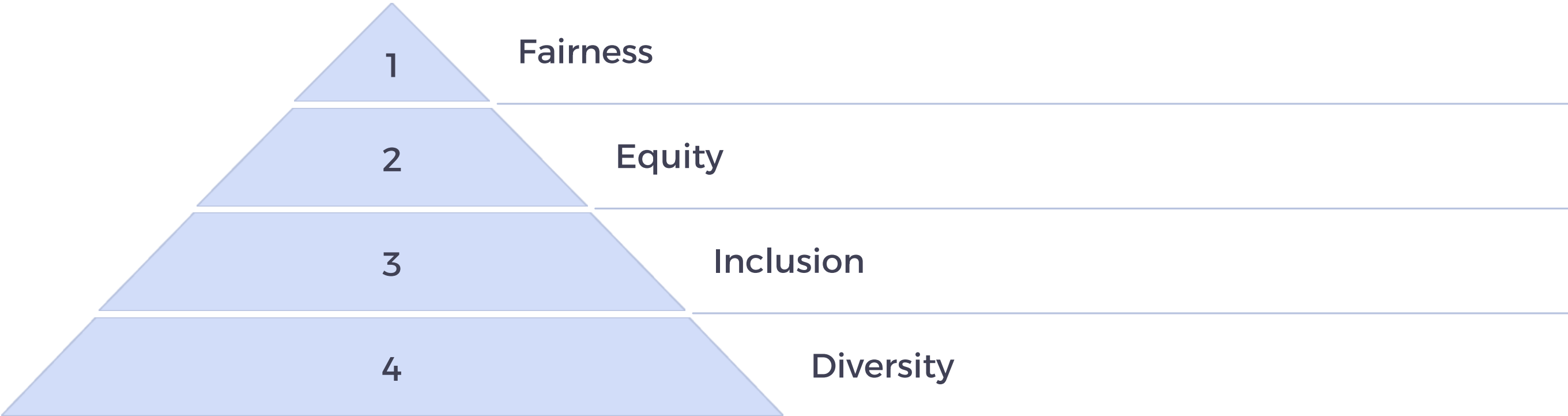
HR needs to align with business goals and contribute to organizational success.

3

## Change Management

HR professionals need to navigate change effectively, leading and supporting employees through transitions.

# Workforce Diversity and Inclusion





# Data-Driven Decision Making in HR

**35%**

## Employee Engagement

Use data to understand employee satisfaction and identify areas for improvement.

**15%**

## Performance Management

Use data to identify training needs and support employee growth and development.

**20%**

## Talent Acquisition

Leverage data to optimize recruitment strategies and attract the best talent.



# The future of HR: Trends and innovation

The field of Human Resources (HR) is undergoing a significant transformation, driven by technological advancements, evolving workforce dynamics, and a growing emphasis on employee experience.

Here are some key trends and innovations shaping the future of HR:

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