

## I.T. Revolution in HR



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**The** competitive edge of an organization depends primarily on the quality of its people. Managing these people is critical and of a growing importance day by day.

During the Industrial Age, it was all about machines, where many human jobs were replaced and vanished. Machines were so important to the extent that human beings were not even considered a resource.

The world has changed and in this Information Age and revolution, humans are the greatest resource.

The human resource of an organization is the people involved and who perform its activities. The human resources, however, are the skills, talents, abilities, ideas and aspiration levels which the organization needs to get its work done.

The human resources of an organization are the most important resources and the most significant input an organization utilizes. It is through human resources that all other resources are acquired, used and managed. Hence, decisions about Human resources tend to directly affect the quality and use of all other resources.

Making the best possible utilization of these resources is vital to the organization's success and one of the most important priorities of the management of that organization.

Hence business leaders have to make thousands of people-related decisions daily to attract, retain, develop and reward the right people. Moreover, line managers have now become HR managers to cater this need.

This trend demands the business leaders to make efficient and effective people-related decisions, which create the need for fast, quick and reliable information pertaining to people.

Human Resources Management is a way of management that links people-related activities to the strategies of an organization. It is managing the human capital within an organization or industry; and it is concerned with policies, managerial practices and systems that affect and influence the organization's entire workforce.

However, managing people implies consideration of the human being as having personalities, citizenship, and control over performance level. People require motivation, participation, satisfaction, incentives and rewards, leadership, and status and function. It is the managers, and the managers alone, that can satisfy these requirements; and it is a tough job.

Hence many organizations – including ours - are resorting for comprehensive and practical solutions to cater their needs, managing their Human Resources effectively and efficiently, and help solving many of their uncountable difficulties and challenges.

Few months ago, I have met a genius IT engineer who introduced to me an HR software which they developed. This solution provides complete automation for all key HR processes and provides in depth functionality for effective human resources management.

It is a comprehensive human capital management solution designed to streamline human resources, plan, attract, retain, develop, reward and align people towards company's business goals and objectives thus achieving higher overall performance.

This HR software can deliver the following outcomes:

- Streamline and optimize the operational areas of Time & Attendance and Payroll.
- Assessing the capabilities of the employee alongside the actual and expected Performance levels to achieve optimal results.
- Rewarding the Top and Star Performers.
- Attracting and retaining the Best people/Candidates/Employees.
- Deliver timely information about People using analytical tools to support decision-making.
- Train and Develop Employees to reach their optimum potential and deliver beyond the usual expectations.
- Empower Line Managers to take HR related decisions.

- Provide information to employees for informative and manipulative purposes.

We have purchased this software and it proved to be very efficient and effective in providing a comprehensive human capital management solutions.

We, in our organization have more than 1200 students and more than 100 lecturers and admin staff. However, we only have two people handling all the HR issues.

I believe it is my duty to introduce this software to my fellow friends and clients in this wonderful state of Sabah.

Those who are interested in this comprehensive human capital management solution, please contact me through my website.