



TECHNOLOGICAL APPLICATIONS AND ITS FUNCTIONALITY ON HCD PRACTICES

Sam Higginbottom University of Agriculture, Technology and Sciences

BOOHENE David *- Research Scholar

MAXWELL Amita (PhD) ** - Assistant Professor

ABSTRACT

A common trend in organizations is the leveraging of technology in innovative ways to support human capital development (Adayana, 2009). This paper examines in order of ranking, the different technological elements used in supporting the functionality of HCD Practices in the Indian IT Industry. To realize the above, a sample size of thirty (30) from different IT corporations in five major IT hubs in India namely Bangalore, Chennai, Hyderabad, Delhi and Mumbai were used for the study. The results of the study showed that Management information system followed closely by Mobile communication and Web collaboration respectively appears to be the most frequently technological application used in supporting the functionality of Human Capital Development Practices in the IT Industry.

KEY WORDS: Technological applications, HCD Practices, Management information system

ABBREVIATIONS: HCD Practices- Human Capital Development Practices, LMS- Learning management system.

INTRODUCTION

India is seen as a world class destination for Information Technology. According to (Singh, 2006), this scenario is mainly due to the success of India's software industry and contributions of people of Indian origin in the global IT revolution. The Indian IT Industry not only has the potential of contributing to global economic outlook but also serves as a platform for accelerating economic development in its domestic milieu. Information technology refers to the digital processing, storage and communication of information of all kinds. According to (Nirvikar, 2003), the role of IT in services i.e., IT-led services includes the following: Product support, Process outsourcing, Hard and Software maintenance, Training & education, IT outsourcing, System integration & application development. Thus IT can potentially be used in every sector of the economy.

(Adayana, 2009) defines human capital development as the active balancing of short and long-term business requirements with the career and professional development needs. The interplay and interdependence of technology is essential for any growing organization. This study looks at the leveraging role of technological applications on the functionality of HCD Practices

PROBLEM STATEMENT

According to (Adayana, 2009) different technological components can be used alone or in combination to support a wide variety of human development functionality. However the order of significance with respect to the role played by different technological applications on human development was not examined in detail. This paper examines in order of ranking, the different technological elements used in supporting the functionality of HCD Practices in the Indian IT Industry.

OBJECTIVE OF STUDY

1. To examine the different technological components used in supporting the functionality of Human Capital Development Practices.

HYPOTHESIS

H₀: There is no significant difference in the type of technological applications used in the functionality of HCD Practices in the Indian IT Industry.

H₁: There is a significant difference in the type of technological applications used in the functionality of HCD Practices in the Indian IT Industry.

REVIEW OF LITERATURE

According to (R. Indradevi, 2010), recruitment, training, counseling and mentoring, empowerment, and performance appraisal are the perceived HCD Practices of Indian software companies. His study also identified a significant difference in the perception of employees on the human capital development practices among the selected organizations.

(Rastogi, 2000) focused on human capital as the ultimate resource for sustaining the competitive performance of an organization over time. According to Rastogi, human capital organization is characterized as a storehouse of business expertise; a growing pool of cutting edge competencies, skills, best practices, techniques, and tools; a collaborative collectivity of autonomous and peak performing employees; and exemplar of speed and brain power in all domains of its activity; an agile player responding rapidly to market shifts; and a bearer of a culture of constant innovation and value creation.

(Adayana, 2009) postulates that organizations use a combination of new and traditional approaches in many different disciplines (eg., strategy, communications, instructional design, and performance support.). They go further to say that, a common trend to many clients is the leveraging of technology in innovative ways to support human capital development.

Below is an optimizing table showing the different technological components used in supporting the functionality of human capital development.

Table 1- Application of Technology to Human Capital Development

Human capital Development Function	LMS	Social Networking	Web Collaboration	Mobile Communication	Content Development	Back Office Integration
Strategic alignment & Planning	*	*	*			
Recruiting and On boarding	*	*	*	*	*	

Performance management	*	*	*	*	*	
Succession Planning	*		*			*
Competencies & Job Task Analysis	*		*		*	
Continuous learning	*	*	*	*	*	*

Source: (Adayana, 2009)

METHODOLOGY

The study is mainly descriptive in nature. Primary data was collected from thirty (30) HR personnels in different IT corporations from five major IT hubs in India. Secondary data was relied on for a thorough literature review. Stratified sampling technique was used in collecting data for the study.

FINDINGS

Test Statistics^a

N	30
Chi-Square	87.672
Df	5
Asymp. Sig.	.000

a. Friedman Test

The outcome of the Friedman test statistic point toward high significant differences in the responses of employers from the thirty (30) IT firms on the technological applications used in supporting the functionality of Human Capital Development Practices. Thus since the P-value (0.000) is less than the significance level of (0.05) we cannot accept the null hypothesis, consequently we conclude that there is a significant difference in the technological applications used in the functionality of HCD Practices in the Indian IT Industry as per this study

Table.2**Descriptive Statistics**

	N	Mean	Std. Deviation	Minimum	Maximum
Learning management system	30	4.6333	.71840	4.00	6.00
Social networking	30	5.1667	.83391	4.00	6.00
Web collaboration	30	2.8667	1.50249	1.00	5.00
Mobile communication	30	2.6000	1.00344	1.00	4.00
Management information system	30	1.4333	.62606	1.00	3.00
Back office integration	30	4.2333	1.63335	2.00	6.00

From Table 2 above the Std Dev values shows how the individual responses for each technological component are close to their corresponding mean values. From the statistical table above management information system is closest to their corresponding mean values among the six (6) technological applications. For instance comparing Std Dev for management information system to its corresponding mean, the difference or deviation is (0.62606). Thus the Std. Dev for management information system provides a more valuable descriptive measure in relation to its corresponding mean as per the six (6) IT applications under study. Back office integration appears to be the most openly distributed from the mean values among the six (6) technological applications as individual respondents on average were (1.63335) point away from their corresponding mean.

Table 3. Mean Rank (Technological applications)

Ranks

	Mean Rank
learning management system	4.67
Social networking	5.17
Web collaboration	2.87
Mobile communication	2.60
Management information system	1.43
Back office integration	4.27

From Table 3 above, Management information system followed closely by Mobile communication and Web collaboration respectively appears to be the most frequently technological application used in supporting the functionality of Human Capital Development Practices in the IT Industry as per this study. This is seen from their low mean value of (1.43) for management information system which is the most frequently used application for enhancing HCD Practices. The average values are low for management information system as a result of low numeric values for high scores; one (1) was interpreted as highest and five (5) is interpreted as lowest on the Likert scale. The mean values for mobile communication and web collaboration are (2.60) and (2.87) respectively.

Table 4. Application of Technology to functionality of Human Capital Development Practices

Technological elements (Applications)	Human Capital Development Practices					
Learning management system	*	*				
Social networking	*					
Web collaboration	*	*	*	*		
Mobile communication	*	*	*	*	*	
Management information system	*	*	*	*	*	*
Back office integration	*	*	*			

Source: Researchers survey (Boohene, D. & Maxwell, A., 2017)

Table 4 shows the different technological applications that are mainly used for the functionality of HCD Practices in the Indian IT Industry as per the mean rank figures displayed in Table 3. The number of stars (*) indicates the degree or extent to which a particular IT application is used in enhancing the functionality of HCD Practices in the Indian IT sector. From Table 4, Management information system has the highest number of stars (*) indicating that to a large extent management information system is mostly used in the functionality of HCD Practices where as Social networking has the least number of stars (*).

CONCLUSION

There is a significant difference in the technological applications used in the functionality of HCD Practices in the Indian IT Industry. Again Management information system followed

closely by Mobile communication and Web collaboration respectively appears to be the most frequently technological application used in supporting the functionality of Human Capital Development Practices in the IT Industry as per the findings of this study.

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