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Human Resource Management in an Organization and the Influence of IoT

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Introduction

The most charismatic feature to every organization with professional Human Resource Management is IoT. It is also the most interesting process, that attracts the media. It remodels the Human Resource Management in the workplace of an organization. The study deals with the Human Resource Management in an organization and the influence of IoT with different viewpoints and aspects. There are various aspects regarding Human Resource Management and IoT, that are studied in the paper, that includes the literature review, describing the development of Human Resource Management along with IoT, mentioning the technologies of adaptation, the data analysis of IoT, digitisation of the process of Human Resource Management and the efficacy of the data type. The methods and materials used in the study are highlighted, as the type of data highlighted in the study, is secondary type. There is positive impact of IoT in Human Resource Management, and it is observed that applicants prefer mobile telephones more than the newspapers, for searching jobs. The digital transformation of manufacturing and industrial production, are related more to the industries and value creation process, in Industry 4.0. IoT and social components, related to a charismatic workplace are generated through an appealing Industry 4.0, as the production of goods with line of technical support and services. The introduction of IoT alters the role of Human Resource Management in an organization as well as business, causing changes in the operations of managing the organizations. We are aware that the significance of technology is great in all areas of business, along with the latest gadgets of communication, that include mobile phones, laptops, smart phones and tablets. Presently, the increasingly fascinating subject of discussion in all the areas of business is IoT, and it is observed that people spend most of their time on gadgets, such as, smart phones and laptops, that are linked with internet.

Literature Review

a) Human Resource Management and Digitisation

Human Resource Management in an organization comprises of career development, socialization, developing and preparing work plan, determination of workforce and recruitment, work security, performance evaluation and compensation for workers. The proper maintenance of the growth of Human Resource Management is made with the help of high-performing IT. The augmentation of digital technologies is made for maintaining the transformation of Human Resource Management for the development of the recruitment processes. The various wings of Human Resource Management are digitally managed with the modern technology in the present era. This allows the process of Human Resource Management to cater to an uncertain workplace that requires the resolving of continuous staffing issues, and engage the right worker for the job. Furthermore, the digitisation assists to prepare exercises for recruitment of the right specialists at the workplace, for augmenting the skill of teamwork in innovation, and other practices of performance evaluation, and the execution of evaluation framework, in general. In addition, the digitisation of Human Resource Management caters to the conditions of reception for a changing society, that contributes to the reducing of the aversion towards change, as well as the apathy of labourers towards the utilisation of the technological advancement.

b) The Process of Human Resource Management

The forms of Human Resource management cannot be seen without the arrangement of individuals. The forms are robotized in the present era with the digitization. This enables the completion of every exercise accurately and within a restricted time period. The process incorporates all the exercises like inspiration, surveying execution, selection, compensation and training, that augments the growth of the organization. The process further classifies the management into top level, middle level and low level management. In the top level, directors are responsible for the management of the organization as a whole, and they set the mission and vision of the organization. They need to have the ability to analyse circumstances of more complex nature, and possess more conceptual skills. In the middle level, managers need to be able to actualize arrangements set by the top level and need to possess greater interpersonal

abilities. In the low level, managers need to be specialists, who are responsible for the daily chores, as well as the daily routine operations. They need to have specialized aptitudes, for skilfully applying their abilities in the daily routine operations.

c) IoT and the Tuning with Human Resource Development

The requirement of the IoTs is to associate specifically with Human Resource Management, and oversee the security, effectiveness, as well as the objectivity without inclination, along with the straight-forwardness. This enables to carry out investigations for measurement of the noteworthiness of the innovation as well as its application in the industry. Considerations of relations of data innovation to innovation resources and human assets, assist in augmentation of the organization's execution. The fusion of the innovation of data and distinct administration, assist in the assessment of Human Resource Management. A study of the bondage of IoT and Human Resource Management for the future possibilities of innovation in workplace, like mechanized work environment and supporting data of the framework of Human Resources Management, that require hole of capability, staffing, revealing plan and time, as well as productive break time.

d) Introduction of Adaptive Technology

The dual mode of innovation depicts innovation being the result of human activity, and also expecting properties that are underlying. Innovation is normally generated in a social setting, and results from the connection of institutional settings as well as human decisions, clarifying that past research work was made in the area of innovation, and it could be zeroed on perspectives that innovation is similar to an external force, that affects administrative authority in a fashion, that innovation is the result of vital social activity and decision making process.

e) Cost Effectiveness, Talent Acquisition, Cloud Computing and Flexibility in Human Resource Management

The greatest benefits of distributed computing through IoT is adaptability and deftness. The most favoured cloud advantage is functional deftness, that helps dispose huge volumes of work of Human Resource Management, with the added segment of portability and utilization. The most preferable feature of cloud computing technology is known as fetched adequacy. This

enables small organizations to compete with large organizations in terms of enlistment, employee management, as well as methodologies of maintenance. The computing technologies on IoT do not require any contribution, but they could utilize the shared assets on the cloud, and make payment of the same as usage fee. The effortless actualizing and sharing of necessary software, augments the process of Human Resource Management, in sections of enrolment, payroll management as well as administration of ability. The cost of this cloud-based software is much lower than the conventional bundles. The cloud computing enables small and medium organizations to remain upgraded with enrolment, technology

management and methodologies of maintenance. IoT in alliance with cloud computing could provide many benefits for professionals of Human Resource Management. IoT could provide help in the distribution of the huge aggregates of information to workers and incites the decision-making, distribution of hypotheses, confronting and building the workplace more user-friendly and adaptable. The pitfalls of conventional recruitment procedures could be eliminated by a cloud-based enlistment process. Selections that are based on bias, miscommunication, poor data as well as intuition are completely displaced by the integration of the innovation part into dynamic. The application of calculations for outlining the job applications and data interpreting measurements like cost per employment, delay time, affirmation of proportion, as well as inside contract proportion, could close the gap by analysing and closing the missing links.

f) Utilization of IoT in the Technological Context of Human Resource Management

Investigations reveal that IoT makes reference to the capacity to associate material objects to the Internet. Any material question could be associated to the Web, and there is a varied wealth of connectable things, that are beyond any enumeration. The utility of things associated to the Web refers to the three esoteric skills of inciting, detecting and associating. The research brought to light the use of IoT in Human Resource Management, as a possibility to expose the different results of the IoT in Human Resource Management, including changes in innovation of Human Resource Management, as in programming, equipment and information of Human Resource Management. The developments further include adjustments of exercises of Human Resource Management, that are influenced in various powers. It has also been observed that the usage of IoT is expected to significantly alter the potential and undertakings of Human Resource Management. The recent investigation demonstrated that intelligent Human Resource

Management would comprise of credible and useful future development that would require further research.

g) Role of IoT on Smart Human Resource Management

IoT normally makes reference to the capacity of putting through things or physical objects to the Internet, and this union empowers the things to take independent actions in an adequate way, that is relevant to the context, and ends up 'smart'. A global computerized arrangement of different sensors and gadgets, that demonstrates competence in connection of various gadgets with individuals and with one another. There is massive impact on the administration of the human asset, and the impact integrates the huge information of Human Resource Management. So, Human Resource Management receives the techniques that could be employed to maximize the dexterity that comprises of the rights of constituting the workforce in general. IoT, in this fashion, provides the arrangement of the advanced basic expertise, such as, dexterity, cooperation, mental flexibility, organizational progress, as well as visionary powers. Furthermore, IoT tutors and makes the schemes for the organizations to keep the huge information generated from it. It generates an exceptional aggregate of information, that is relevant to the users and the methods of their performance in various ways.

Objectives of the Study

The objectives of the study include :

- a) Examination of the functions of Human Resource Management on the application of IoT
- b) Determination of the impact of IoT on Human Resource Management
- c) Determination of the Smart Human Resource Competencies of Industry 4.0 and Human Resource Management in Industry 4.0
- d) Examination of the results of integrity risks and policy framework
- e) Determination of the relationship between Human Resource Management and IoT
- f) Establishing a congruence between distributed and in-house management for Human Resource Management.

Research Methodology

IoT renders assistance to enable organizations, deal with organizational and personal gadgets of the organizations and employees for purposes of recruitment and connecting to the citizens through driven applications. IoT made organizations capable of analysing, connecting, tracking, evaluating and monitoring humans as well as machines in a programmed arrangement. The facilities derived from IoT for the Human Resource Management in organizations include recruitment and compensation, security measures, effective dealing of Human Resource Management, employee management data, planning of Human Resources, as well as Human Resource interview data. The study identified five functions of Human Resources, that are related to the basic objectives of the organization, and provide measurement of the IoT on the functions of Human Resources. The five functions are considered as compensation management, selection and recruitment process, performance management, information and analytics, as well as development and training. The analytics of Human Resources or informatics is subject to change with Human Resource activities or automation that undergo changes in a systematic fashion, as a result of the impact of IoT. The technology of mobile applications has provided considerable relief to online job seekers, as well as the organizations. Recruitment procedures and processes have witnessed prompt deliverance, that identify the selection procedure and fast skills set. The IoT ecosystems have made manual systems obsolete, as applications are also created by organizations, for management of employees by way of evaluation, coaching, performance appraisal and training apps, that have prime criteria for efficient performance and convenient evaluation.

Every segment of Human Resource functions had questions, while collecting secondary data, that dealt with problems of compliance, and risks that are inherent, in matters of the adoption of IoT. The process of understanding the risk factors and making precautions, for the protection of organizations, is the job of experts, who have recorded and evaluated, and then monitored. This study portrays that IoT and its aids could thwart the possibility of tarnishing of reputation, existence, maintenance and obsolescence. The data from sensors could provide measurement of social behaviour of the employees, that could become abnormal on the introduction of automation. The necessary issues to be handled are decided by Human Resources, and the resolutions to the problems are decided, before the installation of ID badges of employees, and the corresponding connective watches.

Smart in-house management and outsourcing result the Human Resource to be in the diverse mode. It is essential for Human Resource Management to ensure compliance, as far as performance management is concerned. The compliance of employees could result in the saving of energy and time, as observed from data collection. In the event of outsourcing, the most vital aspect is to engage employees in participative management, and record their opinions of the goings-on. The balance in Human Resource Management and outsourcing of the organization, assist in rendering work, hand to hand for saving money and time.

The technical competencies for Human Resource Management 4.0 are abilities, knowledge, as well as skillsets for specific assignments. These not only provide an overview, but also helps identifying the fundamental competencies, that are strategically referred for the interpretation of the ability of external trends. The basic aspects that combine to form the competencies of Human Resources are change agents, strategic partners and creative innovators. The partnering in business involve the leaders of strategy in the entire organization, for differentiating the facts of interaction and parts in a systematic way. The Human Resource Management of the organization has identified that IoT has the ability and potential for reduction of costs in business models, and could augment the growth of these models. IoT has now become most popular in the global markets and is the most effective emerging market. It is now apparent that IoT platforms are widely accepted by the industries, transportation and logistics, discrete manufacturing and utilities. It is now clear that total delay time and operating profit could be interposed through IoT.

Findings and Analysis

The objective of the study meets the fulfilment in the findings of the research, in a way that the projection is the initial exploration for more advanced effects and applications of IoT in Human Resource Management. These applications of IoT in Human Resource Management and in the realization of Smart Human Resource Management are applied for the developments of the future. There is initial requirement of Human Resource Management and Human Resource technologies for necessary reference to technologies for the adoption of smart things, that change software and hardware through the sensors of Human Resource Management. The IoT application would identify the modification, occurring in the qualifications of the Human Resources and in the work. Smart Human Resource Management is earmarked for greater advancement, even though the results indicate only initial attractive insights. Mechanization and Automation are existing for a long time. In a similar fashion, IoT could build large-scale

anomalies in the workplaces of organizations, and render people jobless. With the emergence of innovation, it is essential to develop new technologies, for the identification of the disadvantages of the implemented technologies, and make the department of Human Resource Management aware of the same, to ensure the achievement of quality transition, in this new era of information sharing. It is necessary to utilize a key performance indicator for justifying whether outsourcing is better or in-house

solution is better for an organization. In order to justify the performance, the parameters that could be implemented are the streamlined workflow and the transition of workflow. The compliance to the policies of the organization and the industry is of utmost importance for IoT in Human Resource Management, that is subject to the procedure of auditing, reporting and infliction of penalties. The compliance of regulation is of utmost importance for outsourcing, and for solving the complex issues of compliance, employees are kept in several loops.

Conclusion or Discussion

The research indicated that IoT is the latest trend in technology, and is emerging as the technical advancement and market trend. IoT includes networks, sensors and concepts of computer, that assist in controlling and monitoring different devices. It is proved from our study that there is a great positive impact of IoT on Human Resource Management, that helps make the workplace in an organization better and comfortable. The evolving and complicated series of technological and social developments, that are involved in the IoT, make further consideration of the varied sets of policies of any organization or its stakeholders. The research establishes that Human Resource Management is highly impacted by IoT, and makes it superior, and also provides diverse applications to make the workplace of the organization a healthier and a finer place to work. The depth of Human Resource Management could be realized from the functions of Human Resource. The framework of regulation and compliance of risk outmanoeuvre the inherent risks and problems in the case of the adoption of IoT. The in-house management is less preferable to outsourcing

management for an organization's Human Resource Management. The research brings to light that the new revolution in technology is Industry 4.0, that brings insights of the competencies of smart Human Resources, and roles of professionals in Human Resources, as Industry 4.0 always highlights the aspects of communication, social and technical skills, as well as the augmentation in interpersonal relationships. It could be concluded that the next few years would bring changes in the workplace of many organizations.

Implications of the Study

The research requires Meta-Analyses and Systematic Reviews for determination of the effect of IoT on the overall process of recruitment and the system of management of manpower in an organization. The method of Systematic Literature Reviews is required for identifying, analysing and evaluating the necessity of IoT in the overall process of recruitment and the system of management of manpower in an organization. The technique requires the involvement of methodological analyses, rigorous elimination of the subjective element, restrictive collection and localization. The processes and data are automated by IoT, helping the recruiters in accessing the information of candidates.

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