

A Study on the Perception of the Management about Dynamic Scenarios in Human Resource and ICT

Asst. Umeshchandra Yadav and Dhamankar Pawan Kiran

Department of Commerce,
Nirmala College of Commerce, Mumbai
umeshyadav1809@gmail.com

Abstract: *Work practices, including those pertaining to human resources, have been altered by information and communication technology (ICT). This research paper focuses on managers' perceptions of the impact of ICT on human resource practices. The Textile Company of Pakistan served as the focus of the qualitative research method used in this study. The method for gathering data was an in-depth interview and a focus group discussion with the organization's members. A grounded theory and model that highlighted the impact of ICT on changing human resource practices and the organization's change management process was developed based on thematic analysis of the data and reviewed literature. The exploration shown that Human Asset Division assumes a significant part in the working of the association by organizing crafted by different divisions and is working for the government assistance of human asset. The managers of the organization believe that the new human resource practices brought about by ICT are cost- and time-saving, and they also contribute to the workforce's satisfaction with their jobs and the organization. Through appropriate awareness and cooperation with the workforce, the management was able to successfully implement the changes in work practices and ensure that the workforce was able to adapt to these changes. The increased impact of ICT on human resource practices, according to managers, will further enhance the organization's efficiency.*

Keywords: ICT, Human Resource management, Change process