A Study on "Technology in HR-Hetro pharma"

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ABSTRACT

Because of improvements in technology, the Human Resources (HR) field has changed totally. Old ways of doing things have been replaced by data-driven, easier processes. This study uses a range of methods to look into how technology is used and how it affects different human resource chores, such as hiring, onboarding, performance management, training, employee involvement, and workforce data. Businesses can now automate boring tasks, make better decisions, and give employees more personalised experiences thanks to the rise of cloud-based human resource information systems, AI, ML, and HRIS.

Keywords:- Technology in HR, Human Resources, Data-driven HR, HR Automation, Cloud-based HRIS, Artificial Intelligence, Machine Learning, HRIS, Hiring, Onboarding, Performance Management, Training, Employee Engagement
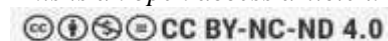
INTRODUCTION

Incorporating technology into Human Resource Management (HRM) has resulted in a shift in the typical function of the HR department, transforming them into essential collaborators in the expansion of the organisation. The rapid development of digital tools and platforms has made it possible for human resources professionals to expedite regular processes, encourage more participation from employees, and assist in the formulation of choices based on data. Some examples of modern technologies that are used in human resources include human resource information systems (HRIS), compensation software that is hosted in the cloud, artificial intelligence (AI) for the purpose of recruiting new workers, and analytics tools for the purpose of monitoring performance. With the use of these technologies, human resource (HR) duties have become much more effective, precise, and fast to react, which enables businesses to better adapt to the ever-changing business environment.

OBJECTIVES

- To integrate advanced HR software for streamlined recruitment and onboarding processes
- To leverage data analytics for improved workforce planning and decision-making
- To adopt AI-driven tools for efficient talent acquisition and performance management
- To enhance employee experience through digital platforms and self-service HR portals

SCOPE OF THE STUDY

An investigation of the ways in which technology is used in various Human Resource (HR) duties and the ways in which this utilisation impacts the effectiveness of a company is the objective of this research. Some of the primary areas that it concentrates on include, but are not limited to, conducting performance evaluations, handling payments, providing workers with training and development opportunities, and encouraging employees to get engaged with technology.

REVIEW OF LITERATURE

Robson Mekonnin Shiferaw(2025) This study looks into the link between digital technology and the ways that human resource management is done by looking at new research that was done between 2016 and December 31, 2023.

Abdulrazzaq Alaghbari (2024) Ibrahim Mohammed The goal of this study is to look at how technology has changed Human Resource Management (HRM), focussing on how standard HR methods have become more modern. In today's business world, Human Resource Management **Ogba-Amaugo (2024)** In the year Dame Mercy Companies that want to stay ahead of the competition and work as efficiently as possible must now use technology in Human Resource Management (HRM).

Neha Prasad (2024) did this study to look into how important it is for technology to be used in Human Resource Management (HRM). The main goal of this study is to look into the part that HR pros play in putting these solutions into action.

Dr. B. Venkateswara Prasad (2024) In the ever-evolving landscape of human resource management (HRM), technology continues to play a pivotal role, reshaping traditional practices and introducing new opportunities and challenges. This review paper delves into the profound impact of technology on HRM, exploring emerging trends and addressing the associated challenges.

DATA ANALYSIS

1. What is your age group?
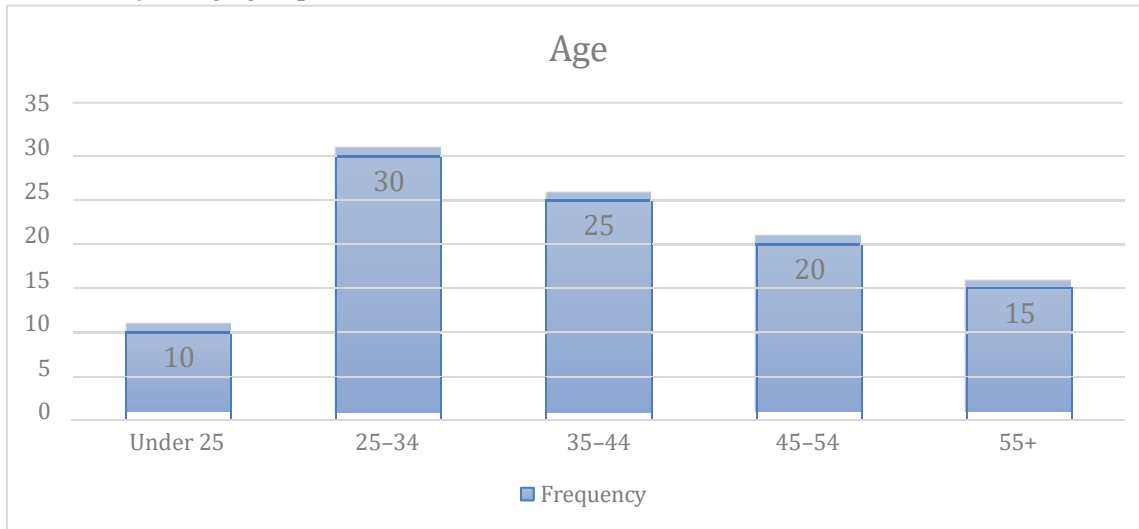
INTERPRETATION: - The age distribution indicates a diverse workforce, with the largest group being between 25–34 years (30%), followed by 35–44 years (25%). This suggests a relatively young to mid-career demographic dominates the sample. Individuals aged 45–54 make up 20%, while those under 25 and over 55 represent smaller proportions at 10% and 15%, respectively.

2. What is your gender?
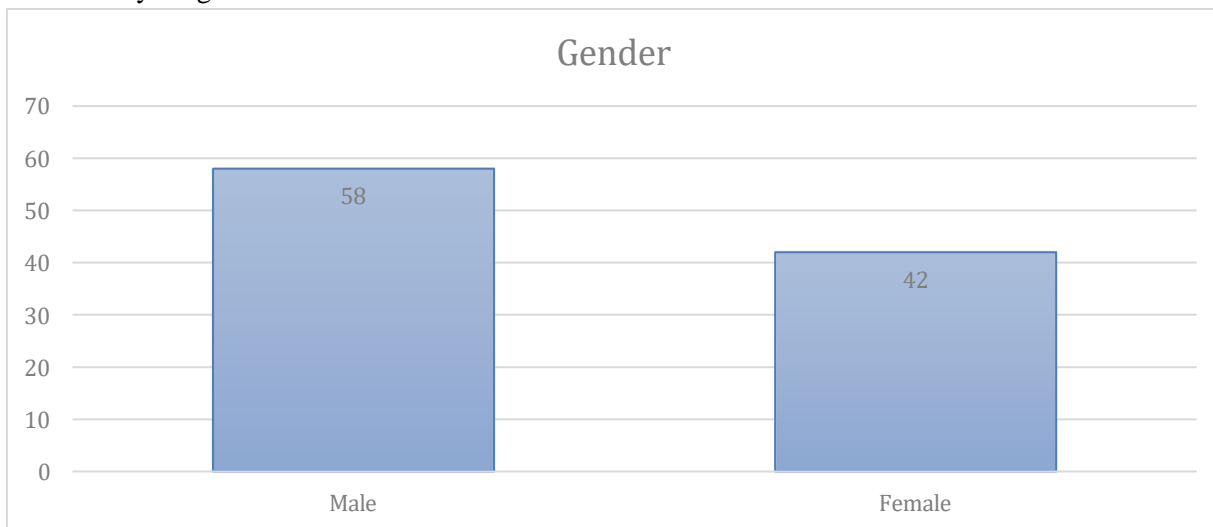
INTERPRETATION: - The gender distribution reveals a moderately imbalanced representation, with males constituting 58% of the respondents and females making up 42%.

3. **How many years of HR experience do you have?**
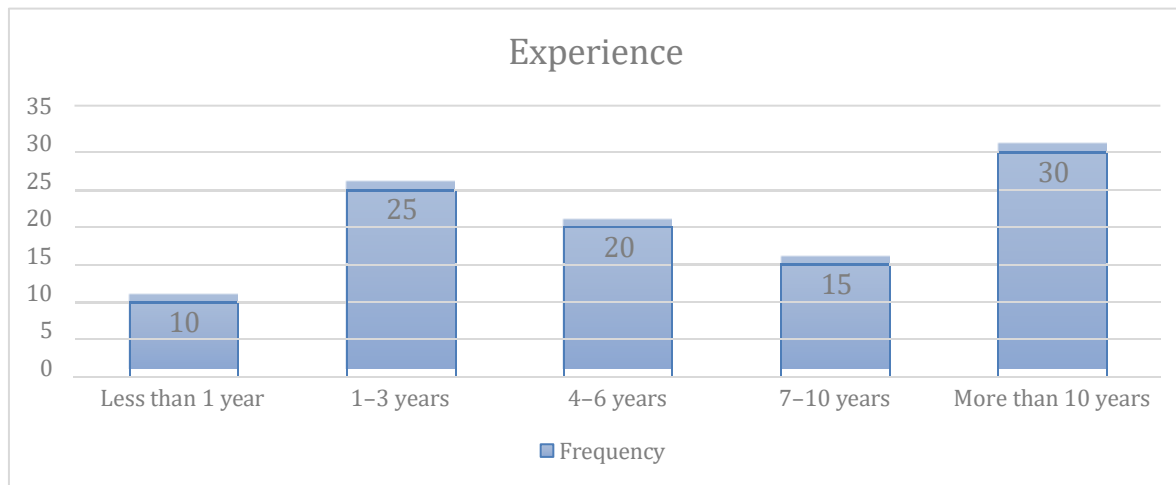
INTERPRETATION: -The data shows that 30% of respondents have over 10 years of HR experience, indicating a strong presence of seasoned professionals. Additionally, 25% have 1–3 years of experience, and 20% have 4–6 years, reflecting a balanced mix of early to mid-career professionals. Only 10% have less than 1 year of experience.

4. Have you ever used an HR technology platform (e.g., HRIS, ATS)?
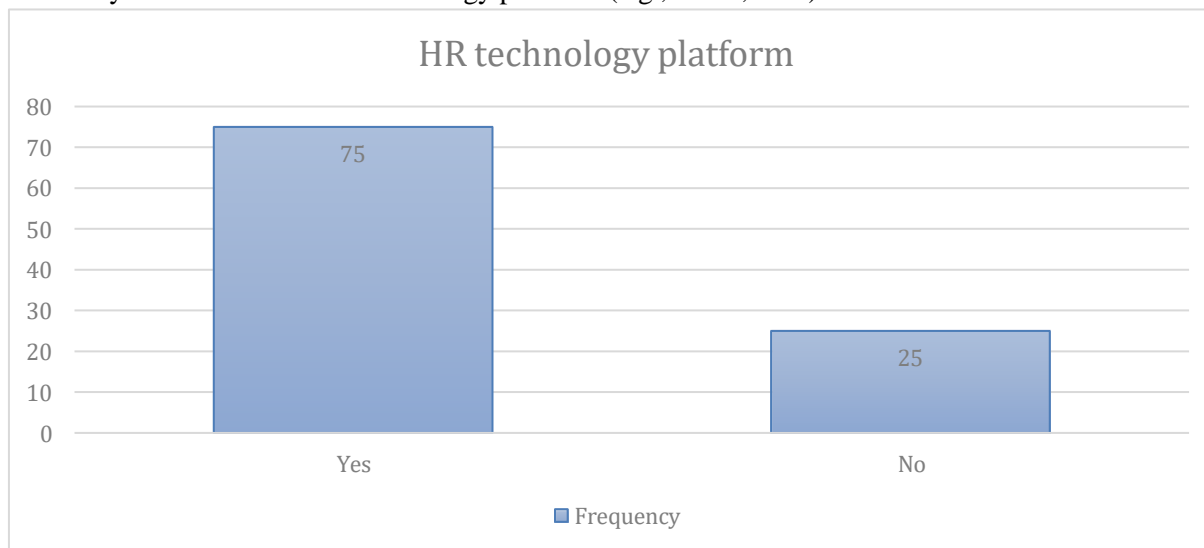
**INTERPRETATION:** -The majority of respondents (75%) have experience using HR technology platforms such as HRIS or ATS, indicating widespread adoption and familiarity with digital HR tools. The remaining 25% have not used such platforms, suggesting either limited exposure or roles that may not require direct interaction with HR technology.

5. Do you believe technology has improved the efficiency of HR processes in your organization?

HR processes

■ Frequency
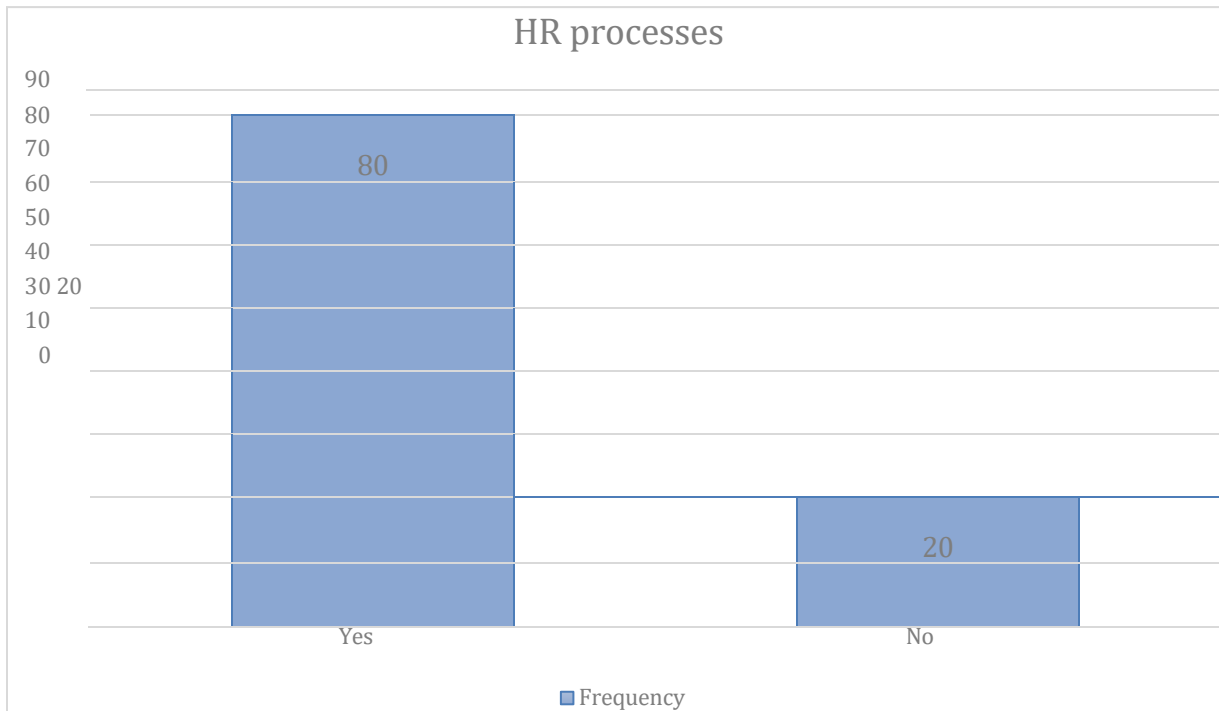
INTERPRETATION: - Eighty percent of the respondents think that technology has improved HR process efficiency in their company. This shows a favourable view of how digital solutions could help to simplify HR
operations like employee engagement, payroll, performance monitoring, and recruiting. The 20% that disagree might be having limited integration or implementation difficulties.

8. HR technology simplifies employee onboarding.

■ Frequency
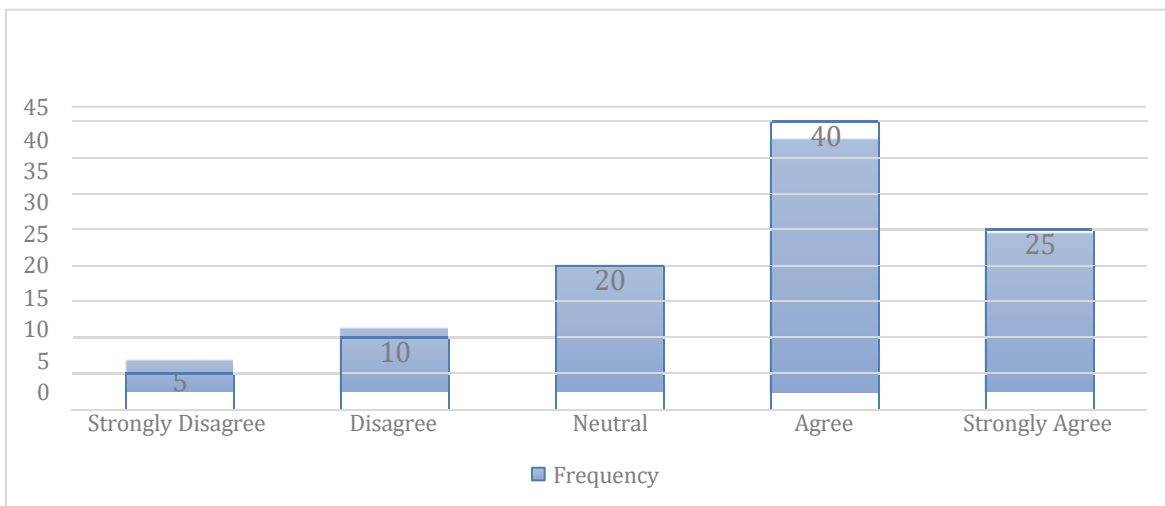
HR technology simplifies employee onboarding.

INTERPRETATION: - Most respondents (65%) agree or strongly agree that HR technology facilitates employee onboarding, therefore reflecting a generally positive opinion of digital technologies in easing this process. Just 15% say they disagree, while 20% are indifferent. This implies that most companies have made good use of HR technology to improve the onboarding experience, therefore lowering manual work and increasing process efficiency.

FINDINGS

- **Demography:-**A majority of respondents belong to the 25–34 and 35–44 age groups, indicating a workforce that is predominantly young to mid-career. The gender distribution shows a male-dominant workforce (58% male vs. 42% female), and most participants hold at least a bachelor's degree (55%).
- **Management**:- Respondents represent diverse industries, with Information Technology being the most common (35%). A significant portion (30%) of the sample has more than 10 years of HR experience, reflecting a well-informed group.
- About 75% of participants have used HR technology platforms like HRIS or ATS, and 80% believe these tools have improved HR efficiency, highlighting strong technological adoption.
- **Area of HR technology** is most used in recruitment (30%), payroll (20%), and performance management (18%). It is also credited with improving productivity (70%), decision-making via analytics (70%), and onboarding processes (65%).

- 66% believe that HR technology enhances employee engagement, while 70% confirm it reduces administrative workload, showing clear operational benefits.

SUGGESTIONS

• **Make programs for training stronger**

To make sure that everyone on the HR team knows how to use HR technology, hold planned training classes on a regular

basis. Put a lot of stress on hands-on learning to close the gaps in how tools are currently being used and make the most

of the system's potential. • **Encourage mobile gadgets to be accessible**

Customers may be more willing to use mobile HR goods if you teach them about their ease of use, security, and convenience.

Spend money on safe, easy-to-use mobile tools to make remote and mobile access easier.

• Talk to each other better A Question About the Use of AI

Teach people about how AI is used in hiring and be more open about it. By providing clear standards and classes,

you can reduce doubt and boost trust in choosing people based on objective data. **Use analytics for data**

Use real-time data more in planning staff, keeping an eye on performance, and predicting employee turnover. Teach HR

teams how to examine data so they can make better strategic HRM decisions.

• **Make sure compliance and data safety**

To make people more confident in digital systems, make the rules for data control stronger. Regular checks and following

foreign data security rules (like the GDPR) should be given the most attention.

CONCLUSION

According to the findings of a research titled "Technology in HR" conducted by Hetero Pharma, digital technologies are becoming more popular and vital in the process of enhancing HR functions such as recruiting,

remuneration, performance management, and maintaining employee engagement. According to the findings, the majority of employees believe that human resource technology helps them save time, is accurate, and aligns with the objectives of the organisation. However, it is still difficult to utilise to its full potential due to issues such as inadequate money, a lack of training, and hostility to mobile access. Artificial intelligence (AI) and robots are popular among people because they reduce the number of errors that are produced by humans and promote fair behaviours. However, it is still highly vital to create trust and understanding. In addition, the research demonstrates that human resources procedures should be expedited via the use of interoperable platforms and consistent system improvements. In general, the human resource technology that Hetero Pharma is implementing is progressing well and shows a great deal of promise in terms of improving both the efficiency of everyday HRM and the effectiveness of HRM strategies. In order for the organisation to fully use the revolutionary potential of HR technology, it will be necessary for the organisation to fill in the holes that have been discovered via coordinated training, improved communication, and techniques that allow everyone to embrace it.

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