



MODERN HUMAN RESOURCE PRACTICES ADOPTED BY IT SECTOR

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ABSTRACT

This study aims to identify the Hr practices adopted by IT sector to sustain and develop. In order to achieve the objective, descriptive and analytical method was used through reviewing the related literature to the research variables and also analyzing the content of some studies which tackled this topics. The study concludes that the Hr practices adopted by IT sector contribute remarkably to the achievement of goals, which are directly related to the fundamental dimensions

Introduction:

Humans are not only competing against each other anymore, they are facing sophisticated technology innovations. The way business is conducted has changed rapidly during the past few years and will continue to do so. Advances in computer related technology have had a major impact on the use of information for managing HR. Partnerships with internal and external customers Transformational change leader and initiator Fast, proactive and integrated short, medium and long. Organic-flexible, whatever is necessary to succeed. Broad, flexible, cross-training teams. People, knowledge, investment centre etc., Technology includes tools, machinery, equipment, work procedures and employee knowledge and skills. The impact of technology on HR can be profound, as the following things clearly reveal:

1. New skills, knowledge, experience and expertise required to gain the edge over rivals.
2. Downsize operations, cut organizational layers and cut the extra fat to survive in a competitive world
3. Collaborate and achieve teamwork
4. Relocate work from the office to the home
5. Internet and intranet revolution

Review of literature

Cappelli and Tavis (2016) state that many organizations operate in highly competitive markets driven by rapid innovations, which results in future demands and objectives that are continually changing. Therefore, traditional systems built for assessment and accountability for past and current practices

are no longer viable, as argued by the authors. Furthermore, when focusing on the development of the staff, several firms put their employees in control of their own growth in the organization

Hempel (2004) argues that it is vital that HR professionals are not blinded by the emphasis on digital tools transforming administrative HR work. As technology is transforming organizations and work on a broader level, HR professionals must support the development throughout the organization. Thus, it demands a broader understanding of the 23 impact of technology on the organization in a wider perspective

Lancaster and Stillman (2002) it is assumed that the early, intimate and enduring interaction with digital technologies has shaped a new generation of people with distinctively different attitudes, qualifications, behaviors and expectations. Early literature on the phenomenon suggests that, based on the enduring interaction with digital technologies, this new cohort of people is generally characterized by marked digital qualifications, multitasking capabilities (in particular fast and parallel information processing), affinity for networking, learning by doing and preference of instant gratifications and frequent rewards.

Prensky (2001) given this, literature is additionally concerned that these differences will aggravate or even prevent mutual cooperation and understanding between. In today's scenario hr practices has been from a department shift to strategic shift has been considered and thereby creating employee empowerment means giving employees responsibility and authority to make decisions regarding all aspects of product development or customer service. HRM practices such as performance management, training, work

design, and compensation are important for ensuring the success of employee empowerment. For empowerment to succeed, managers must be trained to link employees to resources within and outside the organization. The use of employee empowerment shifts the recruiting focus away from technical skills and toward general cognitive and interpersonal skills.

Raja et al. (2013) stating that project-based way of organizing work creates a paradoxical challenge for HR managers as it requires them to be strategic but simultaneously the solver of short term issues. Furthermore, as Stulgienė & Čiutienė (2012) claims, flexible employment forms poses challenges for HR managers, as a majority of the HR processes are developed to suit the conventional, stable employment forms.

HRM practices

Alternative work arrangements are methods of staffing other than the traditional hiring of full-time staff.

- Independent contractors
- On-call workers
- Temporary workers
- Contract company workers
 - From employees' perspective, alternative work arrangements provide some flexibility for balancing work and non-work activities.
 - The globalization of the world economy and the development of e-commerce have made the notion of a 40-hour workweek obsolete.
 - Offering flexible work schedules provide organizations with many
 - Teamwork is the assignment of work to groups of employees with various skills who interact to assemble a product or provide a service.

- Work teams often assume many activities traditionally reserved for managers.
- Virtual teams rely on communication technology to keep in touch and coordinate activities
- Teamwork motivates employees by making work more interesting and significant.

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Conclusion

Scrutinizing the HR practices repeatedly is the key to extend clearly distinct measures of competency and performance in human resource. Organizations need to match HR policies and practices with long-term business strategies required to compete in the global market place.

Human Resource is at the heart of software companies as competent talent is the resource for competitive advantage in these industries. The active nature of the software industry due to the innovative methods of work culture like virtual workplace and virtual passage shows the need for diverse HR practices to this fastest growing industry.

Career succession can be seen both among men and women; the same must be maintained and enhanced to fit into the next level of workforce.

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