

A STUDY ON IMPACT OF HR TECHNOLOGY TO IMPROVE EMPLOYEE PERFORMANCE AT CRIYAGEN AGRI & BIO-TECH PRIVATE LIMITED, DODDABALLAPURA

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ABSTRACT:

This study investigates the influence of HR technology on enhancing employee performance, employing a quantitative research approach. A sample of 151 respondents participated, responding to 40 close-ended questionnaires designed with Likert scale ratings to assess various dimensions aligned with the research objectives. Utilizing the SPSS software, data analysis encompassed techniques such as ANOVA, correlation, chi-square, and reliability analysis. The findings, derived from employee responses, shed light on the significance of HR technology in improving performance. Additionally, 20 pertinent literature reviews informed the study's context. The study underscores the vital role of HR technology as a catalyst for optimizing employee performance and lays a foundation for informed decision-making in organizations.

Keywords: HR technology, employee performance, SPSS, Likert scale, data analysis.

INTRODUCTION:

HR Technology:

The adoption of modern technology to handle many aspects of HR services, including as recruiting, payroll, employee benefits, performance management, and training and development.

Features of HR Technology:

- Recruitment and applicant monitoring
- Performance Management
- Compensation and benefits management
- Employee engagement and feedback

Advantages of HR Technology

- Greater efficiency
- Consistency
- Greater employee engagement
- Greater accuracy

Employee performance:

The performance of employees is the assessment of a worker's capabilities and contributions at work during a specific time period. A range of methods, such as goal setting, receiving feedback, and assessments, may be employed for assessing it.

Measuring employee performance has several benefits, including:

- Identifying top performers
- Goal alignment
- Increased production
- Clearly defined expectation

Drawbacks to employee performance evaluation, such as:

- Subjectivity and bias
- Time-consuming
- Place too much attention on short-term performance goals
- Discouragement

Literature Review:

1. “Impact of Technology on HR Practices: A Study of Indian Organizations” Authors: Rakesh Kumar, Amandeep Kaur, & Aashima Arora (2019)

The study examines the impact of technology on HR procedures in Indian businesses. A survey of 150 HR experts revealed that Indian businesses are utilizing various HR technologies, such as e-learning platforms, application tracking tools, and HR information systems. The advantages of technology include increased effectiveness, reduced costs, and better decision-making. However, challenges like a shortage of skilled personnel, resistance to change, and high implementation costs remain. The authors suggest prioritizing a tech-friendly culture and investing in HR professionals' education to effectively utilize technology.

2. “A Study on employee Performance Appraisal System Using Data Mining Techniques”

Authors: G. Vaitheeswari, R. Jayaraman, M. Anandhavalli (2019)

The application of data mining methods to improve the employee performance assessment system is studied in this work. To gather information on various performance metrics, the authors agreed out a survey. To analyse the data, they employed data mining systems such decision trees and clustering algorithms. The outcomes demonstrated that data mining may assist in identifying the important performance indicators and offer perceptions into the variables influencing employee performance. The article comes to the conclusion that data mining may be utilised in organisations as a tool for efficient performance management and evaluation.

3. “Impact of Employee Engagement on Employee Performance: An Empirical Study on Indian IT Industry”

Author: Pratik Modi, Sushma Vishnani & Rajeev Shrivastava (2019)

The present research investigates the connection between staff engagement and efficiency in the Indian IT industry. With the intention of assess the data, structural equation modelling (SEM) has been applied to the 450 employees of various Indian IT companies that took part in the survey. The findings showed an important and beneficial connection between employee involvement and productivity. Study additionally demonstrated that, to a certain extent, worker involvement mediates the affiliation amongst effort happiness and productivity If a technology organisation intends to enhance productivity among its employees, they ought to place a priority on enhancing staff engagement, compared to the contributors.

4. “Emerging Trends and Technologies in Human Resource Management: A Critical Analysis”

Authors: S. Sankar & S. Shanthi (2019)

This piece presents a comprehensive overview of recent developments in human resources administration, covering trends and technology, along with how these improvements shape HR practices in firms. The authors examine the possessions of technology on HR procedures including recruitment, management of performance, learning and growth and staff commitment. The essay underlines the significance it is for personnels to understand these technologies completely to be able to properly integrate them into HR exercises. It highlights both the benefits and challenges associated with implementing HR technology.

The authors also address the ethical concerns raised by the use of HR technology and emphasized the need for business entities to establish clear guidelines and norms for its use.

5. “Impact of HR Technologies on Talent Management: A Review of Literature” Authors: Dr. Vandana Sharma & Dr. Shwetha Agarwal (2019)

This research report offers a thorough analysis of how India's talent management has been impacted by HR technology. The authors examine the possessions of numerous technologies on hiring, exercise and progress, performance management, and employee engagement, including HR analytics, social media, gamification, and mobile apps. Conferring to the report, HR technology may greatly improve personnel management strategies, resulting in higher worker output, involvement, and retention. The article also emphasises the difficulties in deploying new technologies in businesses, including a lack of knowledge, reluctance to change, and data protection issues. In general, the research highlights the necessity for businesses to implement HR technology so as to compete in the worldwide market.

Research Gap:

A handful of investigations have straight looked at the implications of human resources technology on individual worker efficiency, despite the fact that the advantages of HR technology on overall organizational performance have been extensively researched in the body of literature. Research on the

affect of employing HR technologies on individuals' achievements in terms of output, fulfilment with work, and skill development, among other factors, is still lacking. Also, very little study has been done on potential context-related factors that can restrict the impact of HR technology interventions in a variety of work surroundings. The dearth of empirical evidence highlights the necessity for a more in-depth investigation of the complex interactions behind the deployment of electronic devices for personnel management and its specific effects on worker output.

RESEARCH DESIGN

Sample Frame	Criyagen Agri & Biotech Private Limited, Doddaballapura.
Sample Size	151 Respondents (30%)
Sampling Method	Simple Random sampling
Sampling Technique	SPSS
Data collection Method	Questionaries (Survey Method)
Data Collection Tool	Closed ended questions

RESEARCH OBJECTIVES:

1. To comprehend technology on human resources affects performance of employees atCriyagen.
2. To identify critical elements that influence employee performance with regard to humanresources technology.
3. To examine connection between increased employee performance and the usage oftechnology in human resources.
4. To assess efficient HR technology that can improve employee productivity.

DATA ANALYSIS

CORRELATION ANALYSIS

18. How frequently are work -related conflicts or issues addressed and resolved?
23. How often do you use HR technologies to update your personal information or to apply forleave?
- 28.How often do you encounter technical difficulties although using Human Resourcetechnology?
38. How often do you use HR technologies to set goals and objectives for yourself?

Correlations			
		Q23	Q18
Q23	Pearson Correlation	1	.020
	Sig. (2-tailed)		.804
	N	151	151
Q18	Pearson Correlation	.020	1
	Sig. (2-tailed)	.804	
	N	151	151

Interpretation:

A Pearson correlation value of 0.020 was obtained from the correlation study between Q23 and Q18, indicating a very slender positive association amongst 2 elements. The association is not statistically significant, though, as shown by the p-value of .804, which is higher than usual cutoff of .05. The results are based on a sizable dataset with a sample size of $N = 151$ for both variables. Finally, these outputs showcase that there is no a significant or relevant linear relationship between Q23 and Q18 in the current investigation.

CHI-SQUARE TEST

Gender * How much do you believe that HR technology has improved your job performance?

Chi - Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.131 ^a	4	.129
Likelihood Ratio	7.440	4	.114
Linear-by-Linear Association	.622	01.00	.430
N of Valid Cases	151		
a) 01 cells (10.0%) have expected count less than 5. The minimum expected count is 4.61.			

Symmetric - Measures			
		Value	Approximate Significance
Nominal by Nominal	Phi	.217	.129
	Cramer's V	.217	.129
N of Valid Cases		151	

Interpretation:

Interpretation:

The yields of chi-square test indicate that, at a close of significance of 0.05, there's not a statistically significant connection amongst gender and the belief that HR technology has improved job performance. There's not a significant distinction between the observed and predicted frequencies, given to the p-values for the Likelihood Ratio and Pearson Chi-Square tests, which are combined greater than the threshold for significance level.

This conclusion is further supported by Linear-by-Linear Association test ($p = 0.430$), which found no significant correlation between gender and the view that HR technology affects workperformance.

Overall, founded on findings of this chi-square test, it cannot be concluded that gender and the belief in the enhancement of work performance by HR technology are significantly correlated.

ANOVA

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
How much do you believe that HR technology has reduced errors and mistakes in HR-related tasks?	Between Groups	4.702	1	4.702	3.320	.070
	Within Groups	211.006	149	1.416		
	Total	215.709	150			
How would you rate the level of communication within your team or department?	Between Groups	1.646	1	1.646	1.632	.203
	Within Groups	150.340	149	1.009		
	Total	151.987	150			

How effectively does Criyagen Agri & Biotech Pvt Ltd utilize Human Resource technology to track employee performance?	Between Groups	.039	1	.039	.031	.860
	Within Groups	185.060	149	1.242		
	Total	185.099	150			
How effective are HR technologies in helping you track your progress and accomplishments?	Between Groups	1.867	1	1.867	1.097	.297
	Within Groups	253.630	149	1.702		
	Total	255.497	150			

Interpretation:

1. The F-value is 3.320, and the p-value is 0.070. This demonstrates that there's no statistically significant variance amongst the two categories in terms of their perceptions of the success of HR technology to minimise mistakes and errors.
2. F-value is 1.632 and p-value is 0.203. Furthermore, there is no statistically significant difference in the way individuals rated communication inside an organisation or department.
3. "How well does Criyagen Agri & Biotech Pvt Ltd track employee performance using human resource technology?" - 0.031 is the F-value, while 0.860 is the p-value. The perceptions of the groups on the efficiency of HR technology for monitoring employee performance are not statistically different.
4. "How well do HR technologies help you keep track of your achievements and progress?" - Both the F-value and the p-value are 1.097 and 0.297 significantly. Once more, In terms of how well HR software tracks success and progress, there is no statistically significant variance comparing the groups.

In accordance to the an ANOVA outcomes there are no discernible differences across groups in whether different components of human resources (HR) technology are implemented.

FINDINGS:

- A significant number of employees (35.1%) agree that HR technology helps identify training needs.
- HR technology is believed to moderately reduce the time essential for administrative tasks (35.8%).
- The majority of employees (32.5%) believe that HR technology can help to a boundless extent in retaining talented employees.
- Human Resource technology is believed to enhance communication among employees and their managers to some extent (25.8%).
- HR technology is perceived to be somewhat effective in tracking employee performance (29.8%).
- Most employees (42.4%) feel that their supervisors provide coaching and guidance to help improve their performance.
- Work-related conflicts or issues are often addressed and resolved according to 34.4% of employees.
- The large number of staff members (39.7%) obey that the company values and prioritizes the well-being of its employees.
- Job satisfaction with the overall work environment and culture is reported by 46.4% of employees.

CONCLUSION:

In conclusion, the study underscores the significant positive impact of HR technology in enhancing employee performance. Through streamlined processes, personalized development, and real-time feedback, HR technology empowers employees to excel in their roles. The findings reveal that technology-driven solutions contribute to higher engagement, improved skill development, and increased productivity. As organizations continue to integrate and optimize HR technology, they stand to foster a more efficient and motivated workforce, ultimately driving overall business success. This study underscores the pivotal role of HR technology as a catalyst for advancing employee performance and organizational excellence.

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