

## A Study on How Traditional Employees Becomes Modern Employees by adopting ICT Tools

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### ABSTRACT

According to the recent survey employees are using many number of ICT tools for recruiting the students. But in olden day employees are used conventional methods for the selection process. These methods are tedious and taking to much of time for completing the task. So the employees are switching over to the modern trends and technology such has artificial intelligence, Machine learning and Internet of Things. In these paper a detailed analysis on how the employees are using ICT tools and modern technologies for recruiting with peoples. These tools will help the employees to recruit and onboard them. We are recruiting the Fresher and lateral hiring by using the tools.

**Keywords :** Artificial Intelligence, HR, HR tools, ICT Tools, Machine Learning, Placement, Recruitment.

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### I. INTRODUCTION

Nowadays, entrepreneurs with enterprise insight have mentioned the power of records and proper utilization of Information Technology (IT) equipment for reaching enterprisers targets in a global level [7,13]. However the enterprise goal optimizes the work strategies of any personal as well as professional improvement of the employees of any charitable or service oriented or business organization [10]. It is undoubtedly proved that Information and Communication Technology (ICT), such as the Internet, cellular communication, social media, are substantially make contributions to the success of personnel regulations of the corporate sector [2, 14]. Technological development can have a large effect in the business enterprise [9]. It lets in the corporation to enhance its inner strategies, center abilities, applicable markets and organizational structure as an entire structure of the concerned organization [11]. Technological growth is an essential solitary for the advanced and pioneering system within the business, and

might consist of acquired information in order to improve any business sectors [6]. In this context, few technical contents and ideas will results more industrial and high level tools (software as well as hardware) based advancement. Information Technology can also have a superior effect on peer group's activities that exist in dynamic surroundings [3, 5]. This will cause an additional competence and success of the Human Resources management and development. Consequently, make use of IT software for database management and implement in all kinds of employee recruitment system will together assure the growth and optimal performance of any enterprise [1]. According to the preceding studies, a lot of emphasis has been placed at the adoption of net use in group levels [8]. Various studies have been performed to deal with the organization and control fulfillment and development through the use of internet. Barley S R (2015) reveals that digital technology is growing fast and becoming as an important infrastructure like electricity [4].

Usage of internet and some particular tools are planned to utilize properly in the organization. This approach ought to be led to comprise an IT strategic plan for the enterprise [12]. These are associated with all kinds of development of the technology based systems, including design of any product, specification of the product and IT structures. There are customized ideas with advanced, intelligent and automated analyzes that further advance the organization.

However, usage of internet can manifest itself in some ways:

1. To pick out answers fast and flexibly all through a negotiation
2. Perceiving new ideas for products and services
3. Identify recent trends and markets
4. Comparison with other top most organizations
5. Recruitment of deserved candidates and so on.

Innovations including those are enhancing with IT that can create a wide range of dynamical approach and effect even in HR (Human Resources) level. Commercial enterprise agencies will depend on innovation like advertising and marketing their new products, introducing new unique and innovative services, and user friendly operating methods, entrepreneurship (taking enterprise in the danger level to profitable one) and inclusive management (motivating each and every employees to take part in any innovative practices).

This paper is structured as follows. In Section II, the subsequent fundamental impacts on using Internet by the employers and employees are discussed. Section III examines the effective recruitment with the help of various ICT tools. Section IV describes expert based knowledge sharing and predicting various problems according to the expert domain. More over how the expert team provide appropriate solutions (both hardware and software) to the problems are also discussed. Finally section V concludes the paper.

## II. SUBSEQUENT FUNDAMENTAL IMPACTS ON INTERNET

Information and Communication Technology (ICT) could formulate the subsequent fundamental influencing even in

humanitarian behavior. The important feature related to the human aid's are is to guide the personnel wishes of the business enterprise and the fulfillment of the business. Strategic planning designed and planned to achieve a particular thing from HR and the employees who are at higher level could be implemented by the employers. But in charge of the work is vital for reviewing projections regarding future commercial enterprise needs to determine whether or not to train modern personnel, and to put together them for promotion or to recruit applicants with the better stage of talents parallel to complement the existing employee database. Training and developing the employees in IT equipments (hardware components) will, consequently, put together to reach their management tasks.

Employer of the organization measures the execution and performance of their employees, periodically or occasionally by evaluating their efficiency towards the benchmark and the outcome. Employers examine and investigate their own findings according to the data analysis and design their tools and control to boost the employees improvement and will increase his performance level. The control ought to ensure that each department is improving its processes and controls technically as well as successfully. The most primary technologies that every organization implements in the recent years globally as:

- Cloud and Mobile computing
- Big data Analysis
- Artificial Intelligence
- Machine learning and control systems
- Smart manufacturing and sensors
- Advanced robots and instruments like drones
- Energy technologies and so on.

Social media sites can be used for informal networking, talent search, or simply posting vacancies. Apart from that employers can make use of the internet for the following activities for the advancement of their organization:

- Offers the chance to expand business contacts globally
- Addresses the large community, and make use as a recruiting tool
- Improve corporate status and reputation

- Promote diversity and inclusion
- Extends recent market research
- Implement marketing and advertising campaigns

Internet and public media enables employers to meet and discuss the need for new generations to work together naturally. These ensure fair evaluations of the employees. Personalized performance management is ever more an important goal where employees can make individual-level analysis is more operational. Automatic alerts permit supervisors and HR's to keep up with emerging service problems, and analysis of interactions. This is the way of aligning the whole company, from frontline employees to the employer.

### **III. EFFECTIVE RECRUITMENT**

Nowadays, agencies have found out that effective recruiting cannot be achieved without using IT tools and proper benchmark. The uses of social media sites are pervasive in the recruiting purpose in the recent days. Organizations use job portals in the internet to look for the talented and technically sound applicants for their location. The process has been made powerful with the use of the internet as many people come to know the offer and subsequently will increase the probability of hiring bright personnel. New recruiting apps designed for smart phones, tablets, and other devices can allow recruiters to create better online searches or easily exchange information. The HR IT tools no longer only assist the satisfactory capability however additionally hold it.

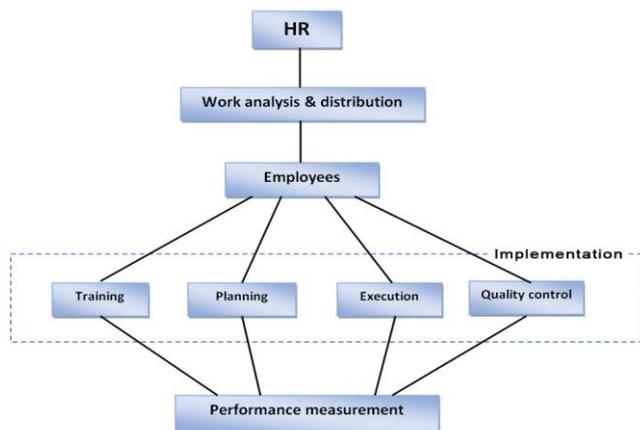
Data control becomes simpler while IT is used and it becomes paper-unfastened. Organizational performance can result in the well timed achievement of the commercial enterprise based on its efficient employees who utilize the internet in a productive way. These employees are very stable even in the unstable surroundings. Jobs that do not provide a lot range of their overall performance and are of a notably repetitive nature are disliked with the aid of employees and ultimately results in low retention or decreased effectiveness.

Entrepreneurs with enterprise acumen describe that the performance of a company can be made greater powerful

ought to be met with the aid of customization and with the aid of presenting exceptional consumer times. For this motive, agencies use HR IT tools to provide a familiar set of products and diversify the enterprise with the aid of offering improved products and services. For example in the online shopping, the software should design to know purchaser intimacy, operation of their website, showing more details about their products, mode of delivery, uniqueness of their products and so on.

Poor performance is probably the end result of an inappropriate configuration for the scenario and inconsistency among profit and loss. Organizational overall performance can be multiplied by way of imposing management with the aid of objectives and the use of a participative style of management through HR IT tools. The control of a business enterprise is responsible to the owners of the business for the overall performance and the achievements of the corporation. Organization's overall performance can also be defined with the aid of comparing the reliability of provider and with the aid of expertise and the pleasant of clients of the employer. Value can come from providing a reliable provider, in order that the customers recognize that they will receive the carrier on time, at the promised time, to an excellent spectrum of performance. As organizational trade is inevitable, crucial success elements and key performance signs ought to be revised, and applied IT tools ought to be devised for the higher first-rate of work and obviously more profitable.

Globalization makes employees to recognize how internet can contribute to the fulfillment of commercial enterprise method. The entire structure of Human Resources can classify and control a good way to direct the enterprise towards first-rate and to attain the competitiveness within the marketplace. Initially, the internet granted HR experts about the possibility to look for international level of achievements. There are numerous blessings of working with freelancers: flexibility, affordable charges, acquiring unique skills, and plenty of greater qualities. In this way, HR specialists can fill the space and find a best candidate anywhere through internet.



**Fig 1: Role of HR and Employees in an organization**

The another approach of employees can use superior gear (Artificial Intelligence techniques) to display their products or advertise their companies and pay interest and get best of those profiles (already existed concerns) that strictly fit the necessities. Role of HR and employees in an organization is designed in figure 1. These will work significantly and pursue various innovative process and import new facilitates in their industrial sector. Hence the employees who are expert in using the IT tools and internet may grant and get entry to sophisticated analytics, and taking their work to a new level.

The employee who uses the internet is able to rely upon the statistics and spot all the methods and work results contemplated in numbers. With the help of analytics, the employees who use internet and artificial intelligence tools will become specialists in their field and can individually come out with the new innovative ideas or project. This approach by the employees can change plenty of other vital activities which lead that, the concern or sector will be the pioneered one, in their field and specification.

In this manner, employees and specialists could make information-driven selections may establish beyond the base and to remodel, optimize and produce the better results with their same procedures. After ordain a fashionable stratagem, it is critical for employees to enforce a foolproof method of implementing and framing their policies. All the departments are uniquely placed to offer practicable straddle that both permit employees to get right of entry to the internet and save antagonistic workplace conditions and productiveness problems. After ordain a

fashionable stratagem, it is miles essential for HR and employees to put their effect that guide to the approach of enforcing and dealing with the coverage.

To deflect the administrative center right into a continuous development fulfillment floor and thrust any business to be greater powerful, greater streamlined and in the end, extra worthwhile is only possible to introduce more techniques with the help of internet. Anyone can use cookies to personalize happy and commercials, to provide social media functions and to dissect our change. Internet provides more opportunities for economic, social, political, intellectual, and human improvement. The Internet can feature as a useful contrivance in participation health and elaboration. It boom cost to the way you affect. It doesn't matter what form of industry or enterprise but it will take the industrialist in a continuous improvement method which is needed to maintain in advance. The Internet is the largest and maximum exhaustive treasury of statistics and expertise ever massed, and describes the largest conversation meshing the circle has ever known.

With high manufacture and production schedules and tight cut-off dates, employees admire the possibility for no-commercial enterprise-related internet use in the place of work. As employee internet access has turn criterion within the last decade. The primitive goal of internet filters get entry to direct merchandise turned into to stuff in all work-related cobweb accessibility. However, no matter how the web and the place of business evolve, HR and employer remains to bridge the gap among industrial sectors, government, researchers according to corporate lifestyle and indispensably. On the whole at a minimal, personnel need a PC, internet, and contact to get entry to ideological fundamentalists.

On the mirror portion of internet usage is the employees may find a opt place that can give more advantage and improvement in their profession. But we can also get a big array of false and fake data intellectually. The Internet permit us to reveal the people's information from all over the international in a abrupt measure, thru e-tribute, Skype, Twitter, Facebook, WhatsApp, Instagram, Telegram, on the spot messaging, and so on. The aim of continuous

betterment is to make each countenance of what they're doing higher, less difficult, faster, less expensive and extra useful to the enterprise. With proactive captaincy from the employees, unrelated work, any unbroken business improvement may shake. Entertainment, gaming and frolic are just a few of the online temptations and many employees or workers have afflicted resisting at the office but internet access has undoubtedly streamlined work protuberance.

#### IV. EXPERT BASED KNOWLEDGE SHARING AND PROBLEMS PREDICTION

Social media network offers enormous chance to take advantage of the profound and various experiences that numerous organizations already have. Instead of turning to external consultants or external suppliers, companies can leverage the internal experience with software tools, including micro-blogging, YouTube like learning videos and directories of experts. Some of the most pioneering ways to promote teamwork in a company are:

**Blogging:** On blogs, writers frequently share their thoughts for public. Blogs are externally reach the public and internally used to improve business organizations. For example, Marsh Inc., a global insurance and risk management organization, uses blogs to train their employees.



**Fig 2: Usage of ICT Tools in an organization**

Technology has altered the way peoples communication level in the modern work environments. But experts warn that problems related to the unnecessary use of social networks are directly at the forefront of human

resources. Various effective usage of ICT tools used in the organization is showed in the figure 2. Anyway technology helps to keep the organization has completely organized and well planned. Systems like project management software assist to build, delegate, review, and evaluate any business. Anyone can easily monitor the behavior and activity in the workplace that help to keep everything under control.

In the past decades, hacking the information was easy, but in the recent years the threat of data theft has been decreased with the proper usage of ICT tools. Adequate protected measures have been implemented in the place of work to help and protect significant data's. It has become easier to monitor employee communications and online activities to make sure they are not engaging in practices that are contrary to the company's interest.

Time management is very significant in the modern workplaces, as improper time management may not meet the deadlines that lead to disconnect the customers. Few technological tools have helped to optimize the daily work routine and allow employees to focus on the most important task. This significantly helps to increase employee efficiency by allowing them to meet deadlines and ultimately leads to customer satisfaction. Technological advances have reduced the amount of time and efforts spent in daily activities, so employees can now spend more time on creativity, developing new ideas and implement their innovations.

#### V. CONCLUSION

The impact of technology on any profession is hard to believe and respectable. It is up to business leaders, employers and employees to keep up with their evolution in the well-organized way. Organizations cannot afford to compromise the productivity, profitability and security of their business. Today, technology is breaking down old methods to make new approach for an updated and effective method of improving employee performance. The organizations which answer the question that how the technology is changed the organizational psychology and organizational behavior can survive globally.

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