A STUDY ON THE UPSHOTS OF HUMAN RESOURCES FOR SOFTWARE ORGANIZATIONS

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Abstract:

This paper explains different challenges in the service industry that mainly focus on software organizations faced by the Human Resources (HR) department. Human resource management (HRM) is a critical aspect of every organization, as everyone knows. The widespread use of technology in Human Resource Management (HRM) significantly impacts software organizations. In order to maintain good human relations and foster a pleasant work environment, HR professionals must identify internal challenges in various HR activities, such as job design and analysis, workforce planning, training and development, performance management, compensation and benefits, and legal concerns as HR professionals strive to play a more strategic role in the global context. The many problems that HR departments in the software sector encounter and workable solutions in many areas are the main topics of this article. The challenges depend upon the software organization's workforce environment, work culture, and other issues based on the employee's behavior, talent, and other factors. In the IT industry, HR challenges depend on internal organization structure, job roles and responsibilities, and information flows. All the software organizations will have their own Human Resource Information System (HRIS) to maintain their employee's data and handle employee problems in the work environment.

Keywords: Human Resource Management (HRM), Information Technology (IT), HR functions, IT Techniques, Human Resource Information System (HRIS).

I. INTRODUCTION

The field of human resource management (HRM) is making a resurgence due to technological advances. According to a recent study, companies that effectively use technological tools may easily surpass rivals in power, brand, and reputation who are not employing these IT-enabled contemporary techniques. Changing methods positively impacts organizations' overall speed, efficiency, and accuracy (www.ijac.org.uk).

This technological revolution in Human Resources (HR) is known as "e-HR." The focus of internal human resource procedures inside companies is presently on technologically driven operations to streamline the procedures and minimize paperwork. Other elements enhancing management and staff access to information are cheaper compliance and body prices. The

business's emphasis on technology plays a crucial part in constructing additional effects.

Nowadays, in the software field, employees are time and task-oriented. While the HR department needs to handle the employees, they need to take care of many employees' credentials and handle the challenges that usually depend on job design, recruitment, company laws, changes, leadership, compensation, and effective management of related issues in the organization. Organizations are more focusing on the solutions for the challenges in the HR department to increase employee performance and constantly improve employee engagement.

II. OBJECTIVES

a) Identifying the obstacles and pitfalls encountered by organizations following the use of IT approaches throughout HR functions.
b) To look at different strategies and means of solving these issues in the current business environment.

III. METHODOLOGY

The analysis paper's information was compiled from various sources, including journals, books, and other websites on the internet. The study is secondary.

IV. SCOPE OF THE STUDY

This research looks at several current topics, such as:

- Executives use readily available methods and tools.
- Organizations encounter problems and obstacles when they use e-HR technologies strategically.
- Technology's successful and efficient application in various tasks such as achievement, maintenance, and staff development.
- Avoiding key issues within technology familiarized functions and staff acceptance

V. CHALLENGES IN SOFTWARE ORGANIZATIONS

The challenges are listed below for the HR department in the software industry. These are the organization's internal challenges as the IT industry employees face more work stress.

1. Company laws and regulations

It could be challenging for business owners to stay on top of ever-evolving employment laws. Many disobey employment laws because they think their business is exempt from them. However, doing so may lead to audits, legal action, and perhaps the demise of your company.

2.Managing change:

A business's strategies, structure, and internal processes evolve as it grows. Some employees are finding it challenging to adjust to these changes. Many corporations' expertise decreased production and morale during times of transition

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(shareyourhr2.medium.com).

3. Developing leadership skills

Recent studies show that more than one-third of companies only conduct leadership development programs mediocrely at best. Thirty-six percent of the companies questioned for the Brandon Hall Group's State of Leadership Development Study admitted to having subpar leadership development practices.

4. Workforce Training and Development

Investing in the training and development of personnel is another common drawback. Some businesses have trouble locating the required resources. Your most difficult employees are frequently those that operate on the front lines, and they might not have the opportunity to take a training session (atlasstaffing.com).

5. Implementing innovation:

Technology is constantly changing. Businesses must adapt rapidly if they do not want to fall behind their rivals. The challenge facing small business owners is getting their staff to accept innovation and learn new technology.

6. Compensation and reward management:

Many companies are arguing about the best ways to set up employee compensation. Small businesses face competition from giants with high payroll costs as well as from businesses of comparable size. The value of perks, training, taxes and other costs must also be taken into account; these costs might range from 1.5 to 3 times the employee's salary.

7. Understanding Benefits Packages

The Affordable Care Act has caused many small businesses to become frustrated in recent years. Businesses must pass on rising labor expenses to workers or risk a hit to their bottom line. Innovative benefit packages must be understood since they influence the decisions of potential hires.

8. Talent acquisition

It could need a significant investment of your time and resources to attract talent. It may be challenging for business owners to balance running their business and hiring the appropriate people at the right time. Furthermore, unless a candidate has worked with you for a while, it is hard to tell whether or not they can be an honest worker.

9. Employee retention

The competition for skilled workers is fierce. Unlike their larger competitors, startups and small companies do not yet have considerable budgets for retirement plans, expensive insurance policies, and other expenses. Employee churn is expensive and can harm a firm's ability to expand.

10. Workplace Diversity

Ethnic and cultural diversity, several generations This square measure is only one of many aspects that make geographic point variety a constant difficulty for small businesses. There is a genuine risk of being sued for failing to safeguard employees from harassment.

VI. Recommendations and suggestions:

1. The company should have compliance with laws and labor relations. The HR people should be familiar with the rules and regulations of different laws according to the government and adopt the laws applicable to the organization.

2. HR people always maintain a proper communication channel and ensure that information flow in the organization properly. Improved communication in the organization will reduce the problems.

3. The software organization's HR department always focuses on employees' constant motivation to achieve goals before the deadline.

4. Constant training and development activities are necessary for the IT industry to improve employee performance because software organizations should face the rapid changes in the work due to technological changes.

5. HR department makes sure that, particularly in software organizations, employees should get the reward based on their performance. Rewards should include monetary and non-monetary benefits and should motivate employees.

6. In software organizations, the most crucial element in retaining employees is to avoid frequent recruitment, selection, and training costs. Employee retention is a crucial element for organizational development by saving cost and time of recruitment and training.

7. Software organization is where change is the central element; as technology improves, employees should be ready to accept the change. To implement change, HR people should design and implement a diversity training program.

VII. Conclusion

In recent times Human Resource department in software organizations faces internal challenges in dealing with employees. The IT industry is service-oriented as the core business provides software services to clients. In software organizations, they must manage with rapid changes in technology that will directly impact the organizations' business. So in this industry HR department play a vital role in recruitment and selection, training, job design, motivation, and reward systems. This paper concludes that the HR department has to maintain a good work environment and healthy relations between employees by motivating them by constantly meeting the employee expectations to improve organizational performance and increase employee retention.

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