


Chapter 15

Emerging Digitalization Trends in Human Resource Management


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ABSTRACT

New technology has transformed how organizations function in recent decades. With recent advancements, companies may work faster and more efficiently. Human resources departments profited since they have several duties that touch internal and external clients. Electronic human resource management (e-HRM) uses the latest web-based and computer-based technologies, including artificial intelligence, machine learning, and deep learning applications, to conduct human resource management activities. These tools make human resource professionals' tasks easier and allow them to focus on strategic work rather than paperwork. Digital human resource management (DHRM) has moved to recruiting, career management, training and development, performance management, and pay. This chapter examines information technology (IT), digital human resource management, planning, and decision-making.

DOI: 10.4018/979-8-3693-0049-7.ch015

1. INTRODUCTION

The pandemic has changed the way people think about everything. To be at the top, the HR industry needs to come up with a model that works, increases both flexibility and efficiency, maximizes productivity, and cost-benefit analysis to be done by the organization. Almost every day, HR changes its structure to keep up with changes in technology (Akrich, 1992). If business leaders take the right steps and use the right methods, it should have a positive effect on daily operations and, in turn, on the employees (Stanton & Coovert, 2004). Disruptive factors that have an impact on employees' personal and professional lives have been shaking the global economy continuously. From our point of view, the following are the most important HRM trends for 2022 and beyond (Eller et al., 2020).

The human resource management industry has seen a substantial transformation in recent years. From a flexible work paradigm to an all-encompassing approach to employee well-being, 2022 will be the year in which future HR trends will contribute to the HR sector transformation. What parts of the future of the human resources industry provide cause for optimism? And what developments should we watch for? This chapter will provide insights into what to anticipate from the industry and how it will affect the work, the worker, and the workplace (Hawking et al., 2004). In recent years, HR departments at many different types of businesses have benefited from the incorporation of various technological solutions. Through the use of social media, mobile apps, data analytics, and cloud storage, businesses may better optimize their human resources using the digital HR paradigm. Data analytics, simulation tools, and modernized education platforms are all top goals for HR technology.

2. DECENTRALIZED HUMAN RESOURCES: THE RISE OF MODERN MANAGEMENT APPROACHES

According to Anyim et al., (2011) poll, significant staff turnover means revamping traditional methods of finding new employees. As a result, HR departments continue to prioritize adaptability, digitalization, and hybrid work arrangements.

According to the analysis by Bell et al., (2006), HR departments should decentralize in favour of a “hyperlocal model,” in which managers take on the responsibility of communicating directly with their teams. They went on to say that standard methods of management appraisal and advancement should be revised as well (Townsend & Bennett, 2003). Companies should not promote “task managers” to upper management roles but rather people who have demonstrated their ability to lead and coach others. When planning for human resource technology in 2022, keep in mind the following:

- Managerial assessment metrics should be reviewed, and managers should be encouraged to grow in areas other than operational competence.
- Don't accept the premise that management knows best.
- Managers should be given more resources and information. Increase productivity by using the correct technological resources to identify and train managers more effectively.

Digitalization might be described as the changes resulting from the application of digital technology to every facet of human civilization (Stolterman & Fors, 2004; Bondarouk & Rul, 2009). Digital tech-

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