

The Influence of Digital Technology on Human Resource Management Practice

Pengaruh Teknologi Digital Terhadap Praktik Manajemen Sumber Daya Manusia

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ABSTRACT

This article presents a systematic analysis of the influence of digital technologies on Human Resource Management (HRM) practices. Through the Systematic Literature Review method, we explore the impact of innovative digital technology on key aspects of HRM such as recruitment, employee development, performance management, and employee experience. The research results highlight significant changes in these practices, providing deep insight into the digital transformation occurring in the world of human resource management. The implications of these findings include increased efficiency, organizational adaptability to new working models, and emerging challenges around data security. This article provides valuable guidance for HRM practitioners and researchers to understand and respond to the evolution of HRM dynamics in the digital era.

Keywords: *Digital Technology, Human Resource Management, HR Tech*

ABSTRAK

Artikel ini menyajikan analisis sistematis pengaruh teknologi digital terhadap praktik Manajemen Sumber Daya Manusia (SDM). Melalui metode Tinjauan Literatur Sistematis, penulis mengeksplorasi dampak teknologi digital inovatif pada aspek-aspek utama HRM seperti rekrutmen, pengembangan karyawan, manajemen kinerja, dan pengalaman karyawan. Hasil penelitian menyoroti perubahan signifikan dalam praktik tersebut, memberikan wawasan mendalam tentang transformasi digital yang terjadi di dunia manajemen sumber daya manusia. Implikasi dari temuan ini mencakup peningkatan efisiensi, kemampuan beradaptasi organisasi terhadap model kerja baru, dan munculnya tantangan seputar keamanan data. Artikel ini memberikan panduan berharga untuk praktik MSDM

Kata Kunci: *Digital Technology, Human Resource Management, HR Tech*

Introduction

In the ever-growing virtual generation, the function of virtual technology in business internationally, inclusive of in the realm of human resource control (HR), is becoming increasingly more sizable. This article aims to discover the effect of digital technology on HR management practices and the use of a systematic literature evaluation approach. In this discussion, we will element the concrete standards associated with the impact of digital technology on HR control practices and describe particular elements that want to be taken into account, before detailing the general framework that publishes our understanding of this phenomenon. inside the context of increasingly more connected and digitized businesses, a deeper know-how of the effect of digital generation on HR management is becoming more and more pressing. adjustments in the digital era have basically changed the work panorama, influencing how organizations recruit, increase and preserve skills (Strohmeier,2020). Therefore, this study is critical to provide in-depth insight into how virtual technology influences HR control strategies, thinking about the role of HR as a key asset in organizational achievement (Halid, 2020). Although a great deal of studies has been conducted at the effect of digital technology in various fields, precise research regarding its effect on HR control are

nonetheless restricted. This phenomenon creates a sizable studies gap, wherein we do not yet absolutely recognize the results of digital generation on recruitment rules, worker improvement and retention strategies. By filling this gap, this research aims to make a critical contribution to the HR control literature that is an increasing number relevant within the virtual era.

The effect of virtual technology on human resource control (HRM) practices can be mentioned in numerous dimensions that notably form and trade the way agencies manage their team of workers. The digital era opens the door to online recruitment systems, synthetic intelligence algorithms, and data analysis that can increase efficiency in the recruitment and selection method (Stone, 2015). Through leveraging those equipment, groups can quickly find candidates that meet their wishes, decreasing recruitment time and making sure a higher match. The adoption of virtual generation permits corporations to supply mastering content material online, facilitating employee improvement at all degrees. virtual-based training may be tailor-made to individual wishes, permitting the right of entry to every time and everywhere (Fenech, 2019). This not only increases employee engagement but also supports continued career growth and development. Digital technology enables real-time performance tracking, data-driven evaluation, and continuous feedback. A digital-based performance management system can provide an in-depth understanding of employee achievements, facilitating more accurate decision making and the creation of more appropriate development strategies (Varadaraj, 2021).

The existence of digital technology supports more flexible work models, including remote work and the gig economy. Human resource management needs to adapt their regulations and practices to help an increasingly distributed team of workers and integrate digital collaboration equipment to make certain powerful communiques (Bloom, 2017). The gathering and analysis of large data in the area of HRM lets corporations make greater informed selections. This includes forecasting workforce needs, identifying employee trends, and more effective succession planning. The virtual era allows the implementation of self-provider portals, cellular programs, and chatbots to enhance the worker's enjoyment. clean get entry to records, self-carrier, and green conversation all make contributions to worker pleasure and engagement (Bengtsson,2017). together with the combination of virtual generation, facts security and employee privateness are becoming a first-rate issue. agencies need to enforce strict protection regulations and ensure compliance with privateness regulations to shield employees' personal statistics. With the aid of knowledge and managing those effects, businesses can utilize the digital era to growth efficiency, worker engagement, and attain their strategic desires in human resource control (Vardarlier, 2020).

In this context, this research seeks to offer a holistic know-how of the way the virtual era isn't simplest a device, but additionally a paradigm changer in HR control practices. By systematically analyzing the literature, we can open a window on the potential for significant transformation in the way organizations manage, develop, and motivate their human capital. Through a deeper understanding of this relationship, it is hoped that this research can provide valuable guidance for decision making and policy development in the ever-evolving digital era (Jani, 2023).

Research Methods

The first step in this research is to identify relevant keywords to ensure the completeness and relevance of the literature accessed. Primary keywords include "Digital Technology," "Human Resource Management Practice," and other variations such as "HR Tech" or "HR Digitalization." Once keywords were determined, a search was conducted in various academic databases, including IEEE Xplore, JSTOR, Scopus, and Google Scholar, covering disciplines such as Information Technology, Management, and Sociology.

The initial search used identified keywords, for example, "Digital Technology AND Human Resource Management Practice." The number of articles produced was recorded. Next, the thing turned into evaluated in step with the inclusion and exclusion criteria. Inclusion standards blanketed a ramification of articles published inside the applicable time period, namely inside the last 10 years, while exclusion criteria excluded articles that did no longer cognizance at the have an impact on virtual technologies on human aid control practices.

Articles that meet the inclusion and exclusion standards have been in addition analyzed to ensure their relevance and exceptional. Final selection is made based on an in-depth understanding of the article content, research methodology, and contribution to the topic. The number of selected articles was recorded.

The selected articles are then arranged systematically to form a literature framework. At this stage, an in-intensity evaluation of the findings and research technique of each article is carried out. The findings are then analyzed to form a holistic synthesis of the effect of virtual generation on human resource control practices.

The results of literature analysis and synthesis of findings are used to write research reports. This writing describes the main findings, relationships between articles, and presents conclusions or recommendations that may be obtained from the literature studied. By following these systematic steps, it is hoped that a thorough understanding of the influence of digital technology on human resource management practices can be gained, as well as identifying trends, challenges and future research directions that may be needed.

Results and Discussions

Through the Systematic Literature Review method implemented, a number of articles relevant to the influence of digital technology on human resource management practices were identified and analyzed. An initial search using keywords such as "Digital Technology AND Human Resource Management Practice" in various academic databases yielded approximately 112 articles. After application of inclusion and exclusion criteria, as well as in-depth analysis of quality and relevance, the number of articles selected for inclusion in this review was 22 articles. The final selection focused on articles published within the last 10 years and had a primary focus on the influence of digital technology on human resource management practices.

Discussion

Based on the results of research in the literature that has been reviewed, there are several key factors that influence Human Resource Management (HRM) practices by digital technology. These factors include significant changes in how organizations recruit, develop, assess performance, and improve the employee experience. The following are the most dominant factors:

1. Recruitment and Selection Transformation

In the realm of human resource management, employee recruitment and selection is a central point that is significantly influenced by advances in digital technology. The results of the literature review analysis show that the adoption of digital technology, such as online recruitment platforms and the implementation of artificial intelligence algorithms, has fundamentally disrupted the recruitment and selection process, having a positive impact on efficiency and accuracy (Mazurchenko, 2019). First of all, online recruitment platforms provide organizations with open access to a vast database of candidates. In this way, the process of searching and selecting candidates can be carried out more quickly and efficiently. Organizations can easily reach potential candidates who may have gone undetected through conventional methods, setting the stage for more inclusive recruitment. Artificial intelligence (AI) algorithms are key in transforming candidate evaluation. AI's ability to quickly and precisely

analyze candidate characteristics, skills and experience enables more accurate selection. Additionally, algorithms can learn from successful patterns in previous recruitments, resulting in an increasingly tailored and customized selection process (Maheswari, 2023).

The main impact of this transformation is increased efficiency. Recruitment procedures that formerly may have taken months may be decreased to 3 weeks or maybe days. This no longer best saves agencies time, however also reduces charges related to traditional recruitment methods. Moreover, using the virtual era in recruitment and choice opens up opportunities to utilize data more strategically. In-depth records evaluation of applicant conduct and present day worker fulfillment can offer valuable insights to improve destiny recruitment strategies (Fenech,2022). In this way, organizations can continue to develop a smarter, more responsive and targeted recruitment approach. Thus, through this transformation, recruitment and selection will not only become more efficient, but also more focused and relevant in facing the demands of a dynamic job market. The adoption of digital technology in this field accelerates the process of placing employees in line with organizational needs, creating a strong foundation for long-term growth and sustainability (Zavyalova, 2022).

2. Employee Development and Digital Learning

The importance of employee development as an organizational growth strategy is increasingly realized through the integration of digital technology in learning approaches. The articles included in this research highlight significant evolution in the way organizations deliver employee training and development, confirming the important role of digital technology as a key driver of change. First of all, e-learning platforms have completely changed the employee learning landscape. With online access to training materials, employees have the flexibility to learn at their own pace and schedule (Zhang,2023). This not only increases employee engagement, but also allows for more autonomous learning, where individuals can customize their learning experience according to personal preferences and needs. Webinars are an effective communication channel in delivering interactive training material. The presence of digital technology allows organizations to hold live learning sessions online, facilitating two-way dialogue between teachers and participants. This interactivity creates a more dynamic learning experience and enables the real-time exchange of ideas (Thite,2022).

Mobile learning applications are a crucial aspect in ensuring learning accessibility anywhere and at any time. Employees are no longer limited by place and time constraints, but can access training materials via their mobile devices. This is key in supporting contextual employee development, enabling direct application of learning to everyday work contexts (Benson, 2002). Through the important role of digital technology in employee development, organizations can create a more personalized and contextual learning approach. Data analysis from learning platforms can help identify individual needs, create customized curricula, and measure training effectiveness more accurately. Thus, digital learning is the key to creating a skilled, responsive and adaptive workforce in an era of ongoing change (Fedorova, 2019).

3. Connected Performance Management and Big Data Analytics

Fundamental changes in the performance management paradigm occur through the integration of digital technology, creating more connected systems and utilizing big data analysis to predict, measure and improve overall organizational performance. First of all, the integration of digital technology in performance management opens the door to real-time performance measurement. This not only allows organizations to get an immediate picture of employees' current contributions, but also creates a more continuous feedback cycle (Rana, 2019). In this way, managers can provide support, guidance and recognition in a more timely manner, creating a more responsive work environment and supporting employee development. The use of big data analysis in performance assessment provides an additional dimension of depth. The data collected includes not only employee achievements, but also

elements such as productivity, quality of work, and engagement (Broderick, 2022). Careful analysis of this data allows organizations to identify patterns and trends that may not be visible manually, opening the door to a better understanding of the factors that influence overall performance (Wahyoedi, 2023).

The link between performance management and big data provides a stronger basis for strategic decision making. Organizations can detail employee development strategies, adjust compensation policies, and design training programs based on data findings. This approach not only increases the organization's effectiveness in achieving strategic goals, but also strengthens the organization's capacity to face changes in the business environment. Furthermore, the integration of individual performance data into organizational analysis provides a more holistic view. Organizations can see how individual achievements relate to overall goals and strategy, enabling more contextual and informed decision making (Stanley, 2019).

Thus, performance management connected to big data analysis is not only about measuring employee achievements, but also about optimizing individual and overall organizational potential. This is key in creating a work culture that is adaptive, responsive, and focuses on continuous learning (Piwowar, 2020).

4. Work Flexibility and Collaborative Technology

In the evolving context of human resource management, the integration of digital technologies has created the foundation for greater work flexibility and introduced collaboration tools that advance communication in the workplace. First of all, digital technology enables work flexibility practices through the adoption of remote work practices. With video conferencing applications, online collaboration tools, and adequate technology infrastructure, employees can easily work from different locations. This not only improves employees' work and personal life balance, but also allows organizations to attract and retain talent from various geographies (Halid, 2020). Integration of digital collaboration tools is key to creating a flexible work environment. These tools consist of immediately messaging structures, document sharing packages, and virtual workspaces. They enable geographically dispersed groups to communicate successfully and work together, overcoming limitations of time and space. This real-time collaboration creates synergy amongst crew members, hastens the choice-making procedure, and will increase basic productiveness (Varadaraj, 2021).

Work flexibility supported by digital technology also inspires innovation in working time management. employees will have greater management over their personal schedules, permitting them to work when they may be maximum effective. This creates an environment wherein employees feel greater empowered and might optimize their performance. Whilst groups work together from specific locations, collaborative era facilitates the exchange of ideas, joint trouble solving, and creativity without geographic limitations. Therefore, organizations that adopt this technology can create a strong culture of collaboration, where the contribution of each team member is valued, even though they are in different locations (Bengtsson, 2017).

For this reason, the integration of labor flexibility and collaborative generation now not handiest creates a more adaptive work environment, but also responds to the desires of the modern-day worker. This is in keeping with the development of the work paradigm inside the digital era, where a stability between productivity and worker welfare is turning into greater of a priority (Jani, 2023).

5. Improved Employee Experience

In the digital era, the emphasis on improving the employee experience has become increasingly important, and digital technology plays a major role in creating a work environment that takes individual needs and satisfaction into account. First of all, self-service portals are an important tool that provides easy and direct access to various information and

services. Employees can quickly access personal data, company policy information, and training materials without needing to involve many parties. This not only increases administrative efficiency, but also empowers employees to manage certain aspects of their work experience independently (Fenech, 2022). Chatbots, as a representation of artificial intelligence, are becoming a valuable asset in improving employee experience. They provide responsive self-service, can provide instant answers to frequently asked questions, and provide guidance on company policies. Interactions with chatbots can also provide a personalized experience, creating the impression that employees are getting the support they need, even outside normal working hours.

Easy access to information and services is not just about efficiency, but also about creating a more positive and satisfying experience. Employees who can quickly find the information they need, ask questions, or resolve administrative issues without a hitch, tend to feel more valued and recognized in their work environment. Communication efficiency is also a focus in improving employee experience. Digital technology enables efficient communication flows through collaborative platforms, email, and mobile devices. Easy collaboration and smooth communication between teams creates an open and supportive environment, strengthening bonds between team members and ensuring a consistent flow of information (Zhang, 2023).

With those functions, the worker's enjoyment is not limited to day by day work routines, however it consists of quite a number of factors that create a feel of satisfaction and engagement. The application of digital generation with a focus on enhancing worker enjoyment is not an investment in individual proper-being, but also in average organizational overall performance (Thite, 2022).

6. Privacy and Security Challenges

The increasing use of digital technology in the context of human resource management brings serious challenges related to the privacy and security of employee data. Results from a review of scientific articles show that while technology provides great benefits, organizations are also faced with increasing responsibilities to protect sensitive information and comply with increasingly stringent privacy regulations. First of all, the growing use of digital platforms and online data storage increases the risk of privacy violations. Worker non-public records, overall performance information, and different information amassed by using human aid management systems must be cautiously guarded (Zavyalova, 2022). Threats to privacy consist of the threat of unauthorized access to, identification theft, or cyberattacks that would compromise vital statistics. While the usage of era that includes statistics series and analysis, businesses are also faced with ethical dilemmas associated with employee privacy. How data is collected, used and shared must take into account individual rights and privacy values. Organizations need to adopt clear and communicative data ethics policies, ensuring that employees feel that their data is managed transparently and responsibly. To overcome these challenges, organizations must continuously improve their security systems and ensure that all parties involved in human resource management have a solid understanding of existing security protocols. Everyday schooling for employees and bosses on digital security practices is likewise an crucial step (Maheswari, 2023).

Through responding proactively to those privateness and protection challenges, groups can mitigate dangers and construct employee confidence inside the use of digital technologies in human resource control. Focus and cognizance of privacy and protection elements are key to ensuring that the advantages of the virtual era can be felt without compromising integrity and agree with (Varadaraj, 2021).

Conclusion

This study provides an in-depth analysis of the influence of digital technology on human resource management (HRM) practices. In a generation where technology is the principal axis of enterprise transformation, the important findings as a consequence of this research have extensive implications for HRM practices in various corporations. With the appearance of the digital era, the recruitment and selection system has undergone an essential metamorphosis. Online structures and artificial intelligence algorithms open the door to more green recruitment, speeding the identity of candidates who fit a corporation's needs. This not only reduces recruitment time, but also lowers overall costs. Employee training and development has become more affordable and personalized with digital technology. The accessibility of e-learning, webinars and mobile applications creates a learning model that is responsive to individual needs, enriching the employee learning experience.

Connected performance management and big data analytics give organizations deep insight into employee performance in real-time. With this approach, strategic decision making can be based on more accurate and up-to-date information. Digital technology also creates greater work flexibility and supports effective team collaboration, especially with remote work practices. The employee experience is enhanced through self-service and self-service portals, although privacy and data security challenges are becoming an important focus in the application of digital technologies in HRM.

Overall, digital transformation of HRM practices creates huge opportunities for efficiency and innovation. Nonetheless, organizations need to understand and overcome challenges related to privacy and security. Through this understanding, this article provides valuable guidance for practitioners and researchers to optimize human resource management in the ever-evolving digital era. As the adoption of digital technologies continues to increase, it is hoped that further research will delve deeper into the potential of this transformation for the long-term success of organizations.

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