A Study of Employees Perception on Information Technology in HR Practices in Selected Carpet Units in Bhadohi

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Abstract:
These days HR is not controlled and operated as a single entity rather it's a combination of very crucial activities. All these activities are collectively work in collaboration for the achievement of objectives of projects. There is an growing power on Human Resources (HR) operate to maintain ideal objectives and to concentrate on a value such as actions. Companies now a day arrived at focusing on understanding the significance of using detail Technological innovation (IT) in using Human Resources (HR) functions. Globalization has made the companies concentrate on the producing causes that are also accelerating competitors; thus companies need to handle employees on a worldwide level, to increase HR service distribution and to bring cost benefits and for achieving all this IT plays a critical role.
Keywords: Carpet Industry, HR Practice, Recrutment.

I.   Introduction

As the, Information Technology is expected to improve the performance of Human Resource Management by shifting its focus from administration or personnel management to strategic HRM. The strategic role of HRM is supposed to add value to HR functions. IT based HRM can bring higher accuracy and speed in transaction oriented HR processes like payroll, leave, attendance, Goal setting & tracking, performance appraisals, application tracking in Recruitment system, shifts planning, scheduling, management of training process, maintenance of employee data and its update etc. In a manual system, there is no transparency. An employee does not know if his / her personal record, on the basis of which his career is being managed, is updated or not. In an IT based system, with on-line access to personal records, an employee can audit all personal records & can get the same updated without delays. Well-organized management of human resources can amplify the performance of the employees of the carpet industries.

"One of the critical enabling technologies of this HR process automation is workflow, which removes the need for traditional paper based approvals by replacing paper forms with electronic notification, reminders, routing and approval. Now-a-days, the environment has become very competitive and they compete for quality of human resources".

"Today, HR is not regarded as a solitary capacity. It's an accumulation of exceptionally concentrated capacities - each with particular destinations, assignments and necessities. There is a continually expanding weight on Human Resource (HR) capacity to bolster vital objectives and to concentrate on quality including exercises. Associations have understood the developing significance of utilizing Information Technology (IT) in utilizing their Human Resource (HR) capacities. This appears as e-HRM (Electronic Human Resource Management). The e-HRM upheaval depends on cutting edge data innovation, going from Internet-empowered Human Resources Information Systems (HRIS) to corporate intranets and entryways. The main impetuses are heightening rivalry, need to oversee workforce on a worldwide level, to enhance HR administration conveyance and to bring cost investment funds. Candidate Tracking System is one of the rising regions of utilization of IT in HRM.

So this study will help the carpet industries to know the perception of employees about information technology in HRM practices. With regards to the emergence considering this research study is anxious, many studies have already been carried out on specific topic in several sectors but no these types of study has been executed in carpet industry in Southern Bhadohi. Now-a-days, the environment has grown to be competitive and they come out on top quality of human resources. So this research will help the businesses to know the view of employees about HRM practices.

Therefore this chapter of the thesis describes about the composition of the process, tools, methodology adapted to carrying out the objectives of the research study taken. In order to represent a coherent body of knowledge, research needs to systematic in nature. This chapter is presentation of all the systematic methods of the study undertaken. It explains the research process followed and steps involved in undertaking the research. It includes; background of study; statement of research problem; the significance of the research; objectives of

study; research design; sampling technique or procedure; sources of data, procedure followed for data collection; development of instruments; limitations of the study.

showing that among 400 respondents numbers of employees who agree on having any formal policy for the recruitment and selection of employees in their company is 324 and the rest disagree i.e. according to them they do not have any formal policy for recruitment and selection of employees in their company. Thus maximum number of employees agrees on the above mentioned fact.

Table 1: Frequency table of type of techniques using by Carpet Industry

	Frequency	Percent	Valid Percent	Cumulative Percent
Traditional Techniques	143	35.8	35.8	35.8
Modern Technique	186	46.5	46.5	82.3
both	71	17.8	17.8	100
Total	400	100	100	

**Graph 1: Frequency graph of type of techniques using by Carpet Industry**
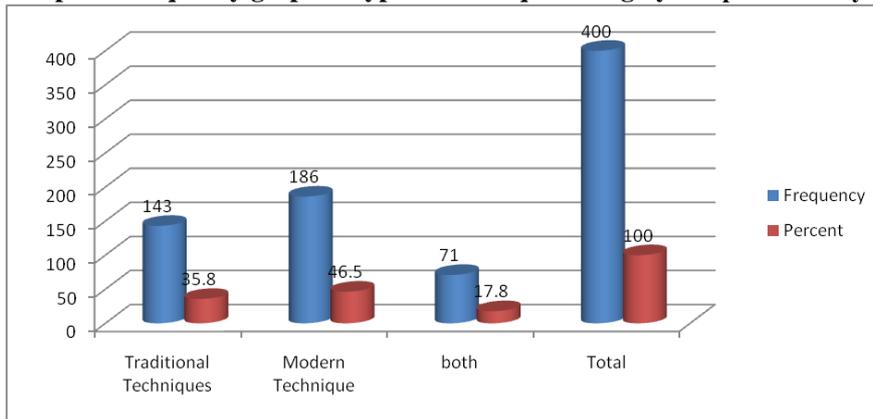
Above **Table 1** and **graph 1** shows type of techniques used by Carpet Industry it was observed that out of 400 respondent 143 said traditional techniques and 186 said modern techniques and rest 71 reverted with both. Thus maximum number of employees uses modern techniques.

Table 2: Frequency table of traditional techniques using by Carpet Industry

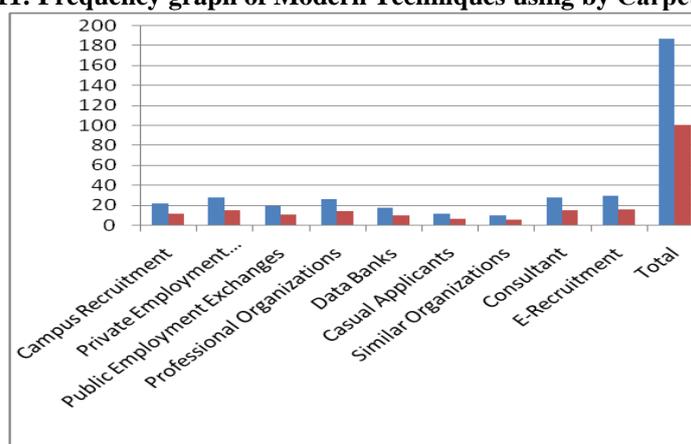| (Traditional Techniques)			
Traditional Techniques	**Frequency**	**Percent**	**Valid Percent**
Promotion	11	7.69	7.69
Transfer	15	10.49	10.49
Advertising	54	37.76	37.76
Job rotation	24	16.78	16.78
Employee referrals	13	9.09	9.09
Human resource inventory	9	6.29	6.29
Trade Unions	8	5.59	5.59
Walk Ins	9	6.29	6.29
Total	**143**	100.00	100.00

Graph 2: Frequency graph of Traditional Techniques using by Carpet Industry
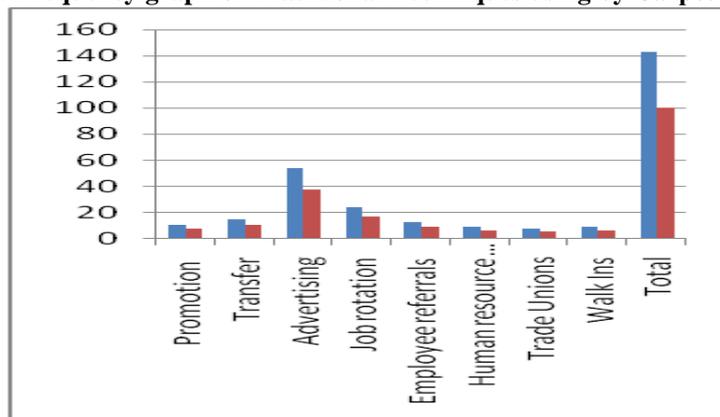
Table 3: Frequency table of Modern Techniques using by Carpet Industry

Modern Techniques	Frequency	Percent	Valid Percent
Campus Recruitment	21	11.29	11.29
Private Employment Agencies/Consultants	27	14.52	14.52
Public Employment Exchanges	19	10.22	10.22
Professional Organizations	26	13.98	13.98
Data Banks	17	9.14	9.14
Casual Applicants	11	5.91	5.91
Similar Organizations	9	4.84	4.84
Consultant	27	14.52	14.52
E-Recruitment	29	15.59	15.59
Total	186	100.00	100.00

Graph 4.11: Frequency graph of Modern Techniques using by Carpet Industry

Above **Table 2** and **graph 2** shows that (after choosing type of techniques in table 4.12 and graph by 4.9) it has shown that 143 respondents out of 400, said that their company using traditional method for recruitment method. In this traditional technique 11 (7.69%) said that their company using promotion method, 15 (10.50%) shows transfer, 54 (37.76%) said advertising, 24 voted for (16.78%) job rotation, 13 (9.9%) for employee referrals, 9 (6.29%), 8 (5.59) using trade union and walk Ins 9 (6.29) techniques using by their company.

Similarly from **table 3** and **graph 3** it can be interpreted that 186 out of 400 replied saying that their company is using modern technique. Out of various modern techniques it was observed that count for these techniques are as follows; **Campus Recruitment** 21 (11.29 %), Private Employment Agencies/Consultants 27 (14.52%), Public Employment Exchanges 19 (10.22%), Professional Organizations 26 (13.98%), Data Banks 17 (9.14%), Casual Applicants 27(14.52%), Similar Organizations 9(4.84%), Consultant 27(14.52%), E-Recruitment 29(15.59%).

II. Conclusion

Thus from the discussion it can say that people voted for traditional techniques less than modern techniques and out of these techniques advertising is the method for which maximum employees voted for in traditional and for modern techniques thus it can be said that e-recruitment modern method most employees voted for.

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