



IJEAST

INTERNATIONAL JOURNAL
OF ENGINEERING APPLIED SCIENCE
AND TECHNOLOGY



VOLUME : 6 ISSUE : 3 Print / Issue Publication Date: 16-Sep-2021



ISSN : 2455-2143



DOI : 10.33564/IJEAST.2021.v06i03.045

Indexed In



WWW.IJEAST.COM

editor@ijeast.com



HR INNOVATION IN ORGANIZATION AND IT'S EFFECT

Arkadip Basu
Department of Business Management,
University of Calcutta

Sudeshna Dey
Department of Business Management,
University of Calcutta

Abstract— Innovation in HR is an important factor which determines the output of the firm. Proper utilization of work force leads to maximum output which will also be highly efficient. Several factors decides what really employees want in to be satisfied. The new technology has lead to a change in work pattern. This has a positive effect in the workplace.

Keywords— HR, Innovation, Technology, Effects.

I. INTRODUCTION

Organization effectiveness is defined as the efficiency of an organization to meet the goals with the available resources it has, without putting extra burden on its employees. It may be defined as how the company can meet its target quota of production, how those are processed, how much waste is produced.

It is a systemic and planned way to improve team performance, employee development, operational efficiency, organization structure, and productivity. It involves politics and practices that helps in developing the workforce of the organization and help is improving the employee performance and in turn improving the organization overall performance.

HR innovative practices is A concept which includes a set of policies and practices which leads to perfect utilization of human capital to achieve the business objective. Innovative HR practices not only include performing new task and taking new policies but also learning from the previous policies taken and implemented.

II. HR INNOVATION

Areas of successful innovative HR paractices:

1. Recruitment innovation
2. Onboarding innovation
3. Learn and development innovation
4. Talent Management innovation
5. Performance Management innovation

HRM practices lead to immaterial satisfaction which in turns lead to effectiveness in organizations. It also leads to a positive effect on employee commitment which in turns helps in development of organization.

HR technology is an umbrella term for the development of software and hardware development in the firm related to

human capital in organizations. Specialization in tech skills, Artificial Intelligence, HRIS, Cloud computing, Data Privacy has led to a new way in the organization future.

Areas where HR Technology will have a promising effect with some of the benefits are:

1. Virtual-Recruitment:
 - Increase quality
 - Reduce cost
 - Expand brand identity
2. Online Selection:
 - Less resources needed to manage selection
 - Improve utility
3. E-Learning:
 - Reduce training cost
 - Better tracking of employee
 - Versatility
4. E-Performance Management:
 - Improve access to Performance Data
 - More clear appraisal
 - Performance data directly linked to HR department
5. E-Compensation:
 - Pressure to contain Labor Costs
 - Internal and external equity
 - Individual equity

Some of the Future Trends of HR Technology are:

1. Increase in Social Networking
2. Increase in Compliance
3. Decrease in Rent vs Buy
4. Intelligent HR

Some of the Features of increase in HR innovation are:

1. Interviewing via video
2. Mandate time off
3. Getting rid of Job titles
4. Giving time off for Volunteering
5. Invest in employee Health

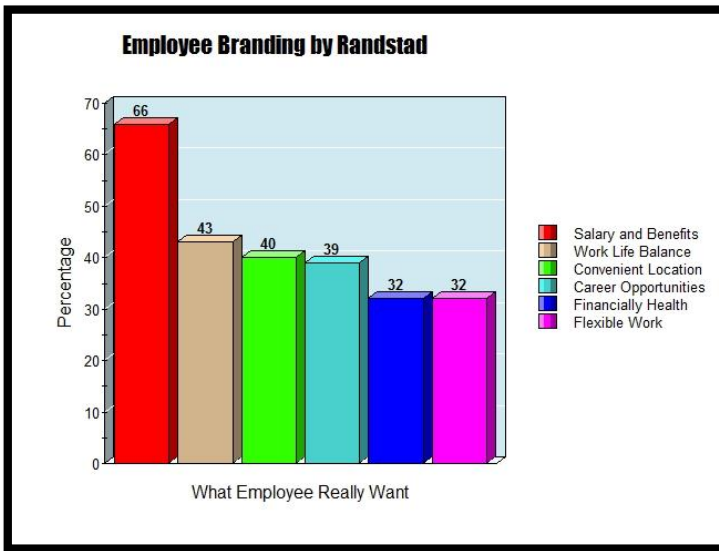
HRM relation with Organizational Development:



Attractive employer plays an important role in organizational development and effectiveness. Some of the facts that makes an organization attractive for employees are:

- Position work Environment
- Effective Communication
- Proper streamline for leadership
- Job Security
- Work Life Balance

A survey from Randstad is shown graphically. They have surveyed about employee branding. What an employee really wants. Here, the top six priorities of employee and the percentage of people that have polled are given below:



Recently LinkedIn published a list of top 25 companies in India where employees like to work in Most of the companies are from the IT industries. The streamline leadership, advancement of technology and mostly new way along with analysis of older failed polices have worked very well in this companies. Here is a list of Some IT Companies with Attrition rate and profits. Attrition rate is the percentage of employees that leave an organization.

Company Name	Attrition rate
TCS	7
HCL Tech	10
Infosys	15.2
EY(FY 2018)	21.01
Capgemini	14.3

What HR facts makes Differences:

Innovation in HR Department helps in overall development of the Organization. Discussed below about the top 5 companies (a combination of list from Glassdoor and Fortune)

1. Google- It believes that with proper tools, an organization can attract the best employees and can develop happy and productive employee
2. Cadbury- From 1824, it has maintained its workers Village and R&D cell. It believes in positive vision about work life balance.
3. SAS- They have their campus in a Greenfield and offers a university feel and believe in physical fitness and stress relief can bring productivity.
4. Nissan- The philosophy that they believe is Kaizen. The employees improve on a regular basis. The leaders have the autonomy to build their own teams.
5. Twitter- The managers are trained on a regular basis to improve the culture of authenticity, have a transparency and authenticity.

The companies named above has one common thing among them, all of them have a wonderful output over the years. Proper maintenance of the Human capital has helped them in these achievements.

III. CONCLUSION

Investment in HR innovation has a direct impact on the performance and development on the organization. The Human capital plays an important role to decide the progress in the future. The HR policies taken, implemented and the analysis of the policies lay an important role on the work force of the organization. The upcoming world will see a drastic change in technology and automation, the HR has to adapt with them and take policies accordingly, then the perfect outcome in the form of organization effectiveness can be achieved.

IV. ACKNOWLEDGE

This work has been prepared with the help of our University. Our department has helped us a lot regarding the work. Our parents have provided an immense mental strength during this work. Thus, we are thankful to all of them.

V. REFERENCE

1. Richard D. Johnson and Hal G. Gueutal, “ Transforming HR through Technology “, SHRM Foundation’s Effective Practice Guidelines Series 3.
2. Meacham, H., Cavanagh, J., Bartram, T. and Shaw, A. (2017b), “Innovation programs at the workplace For workers with an intellectual disability: two case studies in large Australian organizations”, Personnel Review, Vol. 46 No. 6, pp. XXX.
3. Anderson, N., Potocnik, K. and Zhou, J. (2014), “Innovation and creativity in organisations: a state of The science review, prospective commentary and guiding framework”, Journal of Management, Vol. 40 No. 5, pp. 1297-1333.



4. Ashkenas, R., Ulrich, D., Kerr, S. and Jick, T. (1995), *The Boundaryless Organization: Breaking the Chains of Organization Structure*, Jossey-Bass, San Francisco, CA.
5. Olatunji, E. S. & Ugoji, I. E. (2013). Impact of Personal Recruitment on Organizational Development: A Survey of Selected Nigerian Workplace International Journal of Business Administration www.sciedu.ca/ijba vol.4 No 2;2 2013 (2012): 3.3583
6. Adeyemi, O. S. Dumade, E. O, & Fadare, O. M. (2015). The influence of recruitment and selection on organizational performance the influence of recruitment and selection on organizational performance IJAAR
7. Ekwoaba, J. O., Ikeje, U. U, & Ufoma, N., (2015). The impact of recruitment and selection criteria on organizational performance Global Journal of Human Resource Management Vol.3, No.2, pp.22-33, March 2015 Published by European Centre for Research Training and Development UK
8. Ntiamoah, E.B. 2014. „An investigation into recruitment and selection practices and organizational performance. “In International Journal of Economics, Commerce, and Management. 2 (11): 1-11. ISSN 2348-0386.
9. Nartey D. Recruitment and Selection Practices of organisations, A Case Study of HFC Bank (GH) LTD. Ghana: Kwame Nkrumah University of Science and Technology, 2012.
10. .Absar MM. Recruitment & Selection practices in Manufacturing Firms in Bangladesh. The Indian Journal of Industrial Relations 2012; 436-448.
11. <https://www.talentsorter.com/10-examples-innovative-hr-practices-policies/>
12. <https://www.linkedin.com/pulse/innovative-hr-practices-indian-companies-ashish-shashi>
13. <https://www.humanresourcesmba.net/worlds-30-innovative-corporate-human-resources->
14. <https://www.randstad.com/workforce-insights/employer-branding/employer-branding-strategy-what-really-makes-an-employer/>
15. HRM by K Aswathappa
16. Human Resource Management G.S. Sudha
17. Human Resource Management Robert L. Mathis

IJEAST

INTERNATIONAL JOURNAL
OF ENGINEERING APPLIED SCIENCE
AND TECHNOLOGY

ABOUT IJEAST

International Journal of Engineering Applied Science and Technology (IJEAST) is a peer-reviewed, open access journal that publishes high-quality research papers in the field of Engineering, Applied Science and Technology.

IJEAST aims to provide a platform for researchers, academicians, and professionals to share their innovative ideas, research findings, and practical experiences with the global scientific community.

FOCUS AREAS

- Engineering
- Applied Science
- Technology
- Innovation & Development
- Interdisciplinary Studies



PEER REVIEWED

All submissions are rigorously peer reviewed to ensure quality.



OPEN ACCESS

Free and unrestricted access to research for all.



GLOBAL REACH

Connecting researchers and professionals worldwide.



TIMELY PUBLICATION

We ensure a swift and efficient publication process.



For more information, visit our website

www.ijeast.com



INTERNATIONAL JOURNAL
OF ENGINEERING APPLIED SCIENCE
AND TECHNOLOGY

✉ editor@ijeast.com

🌐 www.ijeast.com

📍 India



2455-2143