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HR INNOVATION IN ORGANIZATION AND IT'S EFFECT

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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 decide what really employees want in to be satisfied. The new technology has led 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 help in developing the workforce of the organization and help in 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 practices:

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 turn leads to effectiveness in organizations. It also leads to a positive effect on employee commitment which in turn 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

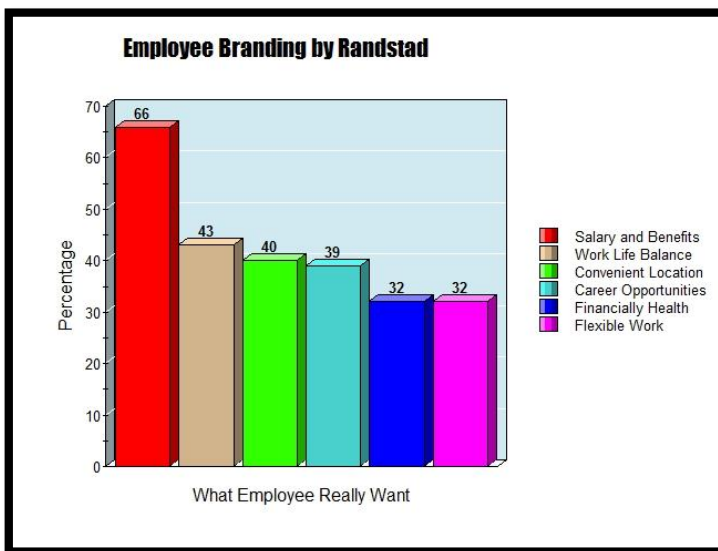
HRM relation with Organizational Development:



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

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