Impact of IT Techniques on Human Resource Management in Technical Institutes of India

Abstract

The impact of Information Technology (IT) techniques on Human Resource Management (HRM) in Technical Institutions of India has been studied by conducting case study of T1
singular-discipline and T2 multi-disciplinary organizations. The respondents comprise of 82 faculty members, 35 officers and 72 support staff of two technical institutes through well developed and standardized questionnaire. The outcomes of perceptions of human resources of two institutes were also compared with views of external sources such as society, parents and digital media. The opinion for infrastructure facilities related to administration, academics, living complexes and others were rated excellent for the two institutes. The academic related major aspects were found best places in the opinion of respondents for the two institutes. Financial matters such as pay-packages, supporting provisions are some of the aspects found satisfactory of the two institutes. The T2 has excelled in a few parameters whereas T1 has better place in most of the aspects as opined by respondents, society & media.

This is a generic study and may be applied to most of the educational institutions of India in general and for technical educational institutions in particular with minor customization for individual organization.

Reference

Impact of IT Techniques on Human Resource Management in Technical Institutes of India

1170/1171, pp.429-35.


Index Terms

Computer Science
Quality Management

Key words
Information Technology
Human Resource Management
Teaching & Learning
Performance and

Perceptions
Paperless Management
Practices & Policies
Achievements
Students Services