

# Business Stability through Technological Interface in HR Processes



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There is great momentum across nearly every industry as organizations embrace automation. It combines recent trends in advanced technology which is useful for making processes automatic to manage and improve business processes. That's why it becomes today's demand for a digital workplace for engaging employees in all the services to have advanced and technological facilities available to the employees at work. This digital work- place enables easy retrieval and collection of data which leads to better analytical information. This provides informed insight in the company's operating system. It helps to perform employee's jobs more and more accurately and precisely with technological automation. Some important HR functional tools are shown below. It gives rise to work faster and more efficiently for business sustainability. 1) HRMS (Human Resource Management System) 2) Performance Management system (PMS). 3) Artificial Intelligence in Recruitment, on boarding, Training and Retention. 4) Payroll software. 5) Performance Evaluation, Compensation and Benefits management. 6) Employee engagement. 7) Reducing bias in HR decision making. 8) Measuring return on Investments. Such technological advancement, Information and Communication can greatly contribute to the fulfilment of Human Resource strategies that can propel the path to digital Human Resource function for business sustainability. The availability of AI tools for employees and HR makes the environment technological and accurate result oriented. Hence, HR will certainly become more technological adaptable to make themselves technical oriented. Thus HR tasks can be more efficiently done. Their decision power makes them go on the correct path. It is advisable to the students of Mechanical Engineering to get trained on such emerging technologies related to data management for functional efficiency. Our best wishes to VPKBIET Baramati's Mechanical Engineering department for this magazine issue, Happy learning.