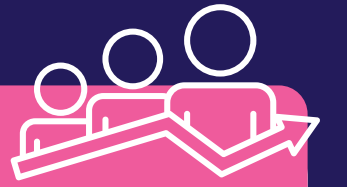


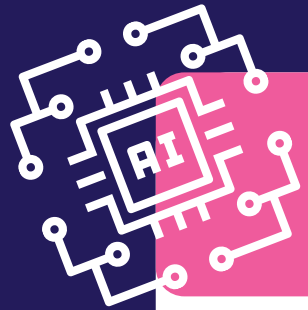
Five Exciting Trends in the World of Technology and HR

The world of Technology and HR is changing rapidly, below are some of the most anticipated trends in the work place.



Introduction

In the last two years, the workplace has dramatically changed in unexpected ways. New technology has challenged the way we interact and perform within the jobs we hold. As explained on page 439, it is difficult to forecast where the field is going due to unforeseen circumstances (such as the Covid pandemic) (Johnson, et al 2021). But these circumstances often bring attention to issues that have been neglected for too long. Organizations need an efficient HRIS to track payroll, personal data, and retain employees. These trends will have an impact on how the two parties interact and the HRIS field.



Artificial Intelligence

AI has the ability to organize schedules, give unbiased feedback, and even perform simple tasks is appealing to many organizations and employees (Bloom, 2021). While it cannot express compassion, there can be a balance between the two worlds.

COVID



Many found their HRIS was not capable of working remotely or possessed the skills that employees need (Sultan et al, 2021 pg. 2). Covid has shown that the workplace changes drastically and is not the same every six months. Work options should be constantly reevaluated.



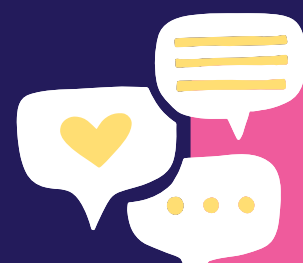
People Analytics

Looking at the recruitment piece, there is an element of human bias in the interview process that may prevent new talent entering (Johnson, et al 2021 pg. 440). By having a capable HRIS that can determine if the candidate fits the position and checking that against the human interview.

Demographic Changes



As the demographics of workers diversity, HR must adjust their benefits to workers. What was once considered a generous employment offering is now deeply lacking substance for the new age employee (Johnson, et al, 2021 pg. 441). Newer employees need more from their employer.

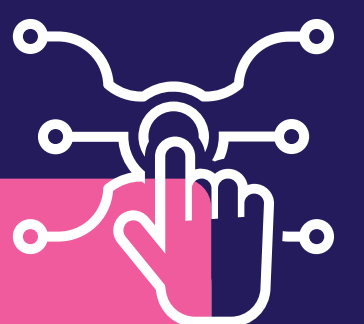


Employee Engagement

Many organizations have turned to using technology to find what engages their employees and keeps them satisfied. Using short surveys can help the organization find these answers, along with social media and recognition software to find what the current needs are (Johnson, et al 2021 pg. 442).



Conclusion



The field of HRIS has come so far in the past century, it is hard to imagine the next step we will take. By investing in these upcoming trends, the organization can be more competitive and be profitable in the current market.

Resource Page

Bloom, J. (2021, February 15). Computer says go: Taking orders from an Ai Boss. BBC News. Retrieved February 26, 2022, from <https://www.bbc.com/news/business-56023932>

Johnson, R. D., Carlson, K. D., & Kavanagh, M. J. (2021). Human Resource Information Systems (5th ed.). SAGE Publications, Inc.

Munir, M., Amaliyah, A., & Pandin, M. G. (2020). Human Resource Information System and work stress during COVID-19 pandemic. <https://doi.org/10.20944/preprints202012.0469.v1>

A special thanks to Dr. Lisa Berardino for encouraging her students to submit their work to this showcase!