

Information Technology in Human Resource Management: An Empirical Assessment

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Abstract

The present paper begins by introducing a number of observations on the applications of information technology (IT) in the field of human resource management (HRM) in general. This is due to the fact that IT and its wide range of applications have already made their presence felt in this area. This will be followed by a report on the findings of a survey on the present trends in organizations with in the different sectors in Turkey. Although the impact of IT on HRM has long been attracting the interest of academics, no empirical research has ever been realized in this field in Turkey, and few studies have been reported elsewhere. The survey was conducted among the 106 IT managers and professionals from various sectors, based on whose results, the data shows that IT is used extensively in the organizations to perform HRM functions in Turkey's dynamic economy. The results also indicated that, while IT has an impact on all sectors in terms of HRM to certain extent, the types of IT used vary significantly between recruitment, maintenance, and development tasks. However, the empirical results here reveal that these organizations are not applying these technologies systematically and maturely in the performance of HRM functions.