

RESEARCH SCHOLAR DETAILS



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Title of the Research Topic	The Use of Information & Communication Technology on Human Resource Management practices in selected Manufacturing Industries of Western Odisha: An Empirical Study

The Use of Information & Communication Technology on Human Resource Management practices in selected Manufacturing Industries of Western Odisha: An Empirical Study

ABSTRACT

Technology has affected every aspect of human life. Every field of business has been affected by ICT. It has a great impact on private and business sector as well. It provides huge opportunities to help the development of business by reducing cost and time. Today the face of Human Resource totally changed to traditional HR practices to the Technology based HRM practices. All Industries competing with each other and all are trying to expand their services and cut their cost to lead in the market. This research focuses on explore the impact of Information and communication Technology on HRM practices in selected manufacturing industries of Western Odisha. The proposed study is purely empirical in character and based on both primary and secondary data. The study covers the manufacturing and production industries of Western Odisha. The relevance of ICT application on HRM practices in Western Odisha has a wider implication. Our aim of this research is to find the usage and impact of ICT on different HRM practices of industries of western Odisha. ICT is a tool to satisfy business needs and individual's needs. ICT brought transparency in HR activities. Now a day's almost every manufacturing and service sector organizations implemented ICT in their organization for fast accessing information and decision making. This tool gives fast results and makes effective organizational development. Tools used in the Study: Questionnaire method based on Likert scale on every dimensions of the study. Data analysis will be done by the use of statistical software SPSS 24.0 and AMOS 24.0 (Licensed version). Descriptive statistics, Chi-square, Independent-T test, correlation, factor analysis, AHP, Regression, ANOVA and others as per suitability will be used in the study. Structural equation modelling with path analysis will be also used in the study.

Progress of the Research Work	Review of literature and data collection work completed, data analysis part going on.
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Participations and Presentations in Seminars/Conferences/Workshops

Sl no.	Seminar/Conferences/Workshops	Name of the seminars/Conferences/Workshops	Title of the Paper	Venue	Date
01	ICSSR (RM), Workshop	Workshop on Research Methodology	Workshop	KISS, Bhubaneswar	December, 2019
02	International conference	International conference on “Innovative Research in science, Management and Technology	Impact of ICT on Human Resource Management Practices (A Review of Literature)	Bilaspur University in association with MTMI, Inc, USA	04-05 August 2018.
03	National Seminar	Impact of ICT on Organizational Efficiency and Employee Performance	Business Management and Social Innovation (NSBMSI)	Dept of Business Administration, Sambalpur University	February 29th -1 March 2020
04	International Conference	2nd International Conference on Engineering, Technology and Management in the Digital Era (ICETMDE-20)	Impact of ICT on HRM practices: a study on Selected Manufacturing Industries of Western Odisha	Online mode	15th December, 2020.
05	International Conference	13th Annual ISDSI conference, IIM sambalpur	Development and Validation of questionnaire on factors influencing ICT usage on different HRM practices of different selected industries of Western Odisha	Mayfair lagoon, Bhubaneswar	27th-30th December 2019.