

## Title of the Book: Transforming HR through Technology

**Written by By :**

**Richard D. Johnson**

Assistant professor in the School of Business at the University at Albany.

**Hal G. Gueutal**

Associate professor of management at the University at Albany.

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Reviewed by :

**Kiran.G,** Assistant Professor Acharya Bangalore B-School

### Book Review

Human Resource Management is evolving into a more technology-based profession. In many organizations, employees now see the face of HR as a portal rather than a person. This transformation of HR service delivery is known as “e-HR,” and implementing e-HR requires a fundamental change in the way HR professionals view their roles.

Today the face of HR is often a portal, rather than a person. Almost all firms now provide universal access to HR services through technology and web-based applications, dramatically changing the practice of human resource management. These changes often result from the need to cut costs and expand or improve services. Recent research shows organizations that successfully adopt sophisticated HR technology tools outperform those that do not. But because most organizations already have automated basic HR administration, the simple automation of HR processes can no longer assure a competitive advantage. Instead, organizations must determine how to use technology to transform their HR practices and market their HR brand.

This book focuses on human resource information systems (HRIS), or the integration of hardware, software and business processes used to implement an e-HR approach. Effective services when they operate via a web portal. For employees and HR departments often provide broader and more effective services when they operate via web portal.

This book, ‘Transforming HR through Technology: The Use of E-HR and HRIS’ in Organizations will help you to explore both the opportunities and the

potential pitfalls of HR technology. According to recent studies, organizations that successfully adopt sophisticated HR technology tools outperform those that do not. This book will help providing better leverage e-HR to transform the HR practices and market the HR brand. In 2014, the SHRM Foundation created this Effective Practice Guidelines series for busy HR professionals. It was understood that it’s a challenge for practitioners with limited time to keep up with the latest research results. By integrating research findings on what works with expert opinion on how to conduct effective HR practice, they made theory and practice more accessible to all. Recent reports in this series include on boarding new employees, The Search for Executive Talent, Employment Downsizing and Its Alternatives, and Human Resource Strategy. This book and report is the 13th in the series. Subject matter experts wrote the reports, which are then reviewed by both academics and practitioners to ensure that the material is research-based, comprehensive and practical. Each report also includes a “Suggested Readings” section as a convenient reference tool. The Effective Practice Guidelines series is just one way the SHRM Foundation supports lifelong learning for HR professionals. In addition to creating educational resources, the SHRM Foundation awards more than \$150,000 annually in education and certification scholarships, and is a major funder of original, rigorous HR research that expands the HR knowledge base. To encourage better learning on more aspects related to HR and Technology. one can visit [www.shrm.org/foundation](http://www.shrm.org/foundation) to find out how are can get involved with the SHRM Foundation.