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INTEGRATION OF INFORMATION TECHNOLOGY WITH HUMAN RESOURCETRAINING AND ITS IMPACT ON PERFORMANCE

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Introduction

Technological advancements which lead to rapid growth in innovation have become the requirements in every organization which caused every organization to adopt the policy of 'culture of learning organization' in order to capture knowledge and skills and disseminate it among coworkers. The impact of the changing nature of the integration in information Technology and Human resource training helps organizations to bridge the gap for the organization goal and employee performance, resource sharing, and hence promote development.

Literature Review

The advantages of IT are not only beneficial to productivity and profitability but also in the growth and development of the HR to attain a knowledgeable workforce who are able to process various functions and enhance productivity.

The integration of IT and HR helps in facilitating HR core functions within the organization such as having a healthy staff pool, career development, compensation issues, safety and health of employees as well as employee and labour relations [1].

The implementation of a dedicated Human Resource Management systems which rely on IT professionals to develop and maintain an integrated HR management system helps the organization in various forms such as cost

management, time and performance improvement [5]. Therefore, at large transformation and integration of IT in the HR functions helps organization to add value to the actual producer services that the organization is offering.

The highest benefit of utilizing IT in HR management of any organization is the liberating of HR staff from intermediate roles to concentrate on strategic roles which required a level of knowledge [3], thus the Integration of IT into the HR management process required for the quality of HR management product and service [10].

According to Foster (2005), he explains that organizations wishing to prosper in today's global competition must equip and develop employees to have better knowledge and skills so as to the extent that more than their competitors.HR practices play big roles within the organization so as can lead the organization to reach to a competitive advantage through developing a unique and valuable human capital pool [11].

Research Methodology

The main objective of this paper was to find out the impact of IT on HR management and organizational learning through training. The Data was collected from 80 different stakeholders in Dar es Salaam, Tanzania such as IT Companies, Government agencies, Non-government agencies, Bank Sector, Mobile companies. A survey questionnaire was prepared which examined various criteria of IT and its relationship with growth and sustainability. The Questionnaires were distributed to the HR section of different organization. The result rate obtained was 70 %.

Objectives of the Study

- To study the frequency of the training for the HR based on the change in IT developments.

- To identify software used in various departments of the organization and how it is integrated with HR functions.

- To draw a conclusion about the impact of HR training for IT on the performance of the employees.

Research Result Interpretation

According to Khatoon (2015)'s report in the journal of HR and key findings from an interpretive study of integrate IT and HR training through learning. [5],According to the findings in our article, it was noted that organizations typically choose one of three paths when implementing training of human resource with technology, however this report also provides an understanding of how and why specific factors were applied to assess phenomena in advanced ways.

- **Re-adaptation:** It is the use of existing technology to reinforce productivity, this may lead to making it non-viable or simply out of date.

- **Innovation:** Is a term used for new systems in the organization to provide additional functionality, improved reporting, and enhance efficiency which will have an evolutionary impact on the overall functions.

- **Transformational:** It involves the restructuring and realigning ofthe HR function and its service deliveries.

Table 1. Occurrence of training program

Sno	Department	Transformation	Replication	Enhancement	Reason
1	Finance	Based on Requirement	Quarterly	Annual	Follow accounting standard and principles
2	Marketing	Based on Requirement	Biannual	Annual	To capture more markets
3	HR	Based on Requirement	Quarterly	Annual	Performance increase
4	Service	Frequently	Frequently	Frequently	To cope with customer needs

Table 2: Advanced software used in various sections within the organisation

S.no	Name of Software	Usage of software
	HR Department	
1	Sage	Benefit Administration
2	Microsoft Dynamics	Payroll
3	Portal ajira	For electronic recruitment/Job profile
	Finance Department	
1	Epicor	For salary and deduction processing
2	QuickBooks	For handling customer and supplier transactions

3	Tally	For manage multiple financial entries
	Marketing Department	
1	Social networking platform such Facebook, Instagram and twitter	For advertises of products and services
4	Act on	

Conclusions

From our research findings we can now understand that technological advancements and HR training and development go in hand as it enhances both cost savings and employee efficiency in the organization.

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CHANGE MANAGEMENT TO OVERCOME BUSINESS CRISES: COMPANIES CHIEFS AS LEADERS OF THE CHANGE

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History of business crisis (Journey to the past)

East India Company (EIC) or British East India Company was joint-stock company. It was formed to trade in Indian Ocean region, initially with the East Indies name of EIC, which is tied with Bengal Bubble of 1769 and credit crisis of 1772. The first one was due to overvaluation of stock between 1757 and 1769, while the second one was a result of massive shortfalls in expected land values for the company [1]. The massive losses of Michelin, the French company, in Brazil in the 1980s, and financial crisis of Nissan in the 1990s are true examples of crisis that were results of wrong management behavior [2]. In September 2015, the Environmental Protection Agency accused Volkswagen of manipulating its engine controls to be able to pass laboratory emissions tests [3]. Covid-19 this year (2020) has made its impact over the world. Many companies have filed its bankruptcy due to Covid-19. [4]

Insights into change management

Change management is the discipline that guides how we prepare, equip and support individuals to successfully adopt change in order to drive organizational success and outcomes [5]. In 1993 Grundy introduced his model regarding to varieties change figure (1). He builds his model on three categories of change: discontinues, 'Smooth' incremental, and 'Bumpy incremental. [6]