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## **TRANSFORMATION OF HUMAN RESOURCE MANAGEMENT THROUGH TECHNOLOGY WITHIN THE ORGANIZATION**

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*Introduction:* Human resource management is changing over time, but change is introduced in the technology and its uses in the organizations. Organizations using technology for human resource management are attaining highly efficient outcomes which benefit them in sustainable business development. At present time, the advancement of technology has transformed the whole industry by introducing support in finance and marketing related business operations. While on the other hand automation of business processes in the production sector they also are a fine example of technological advancement and improvement in business sectors. However, a recent shift towards E-human resource management practices because of the emerging technologies of artificial intelligence, machine learning, and robotic process automation has opened new doors for cost efficient and better human resource management practices. In the present work, a detailed discussion is provided to elaborate on the transformation of human resource management through technology within the business organization. The present work will consider the positive and negative outcomes of technology based human resource management practices in business organizations.

*Human resource management and transformation by the technology:*

Human resource management practices include recruitment of new employees, training of old employees, payroll management, and other human resource practices such as compensation and incentives management [1]. The following figure is showing the key functions of human resource management. According to this figure, we can say that human resource manager uses advanced technologies for selecting, recruiting, planning, bargaining, research, discipline, and job analysis related functions. However, some other functions displayed in this figure are also getting transformation to some extent but still requires further improvement and focus.



*Figure 1: Functions of Human Resource Management [5].*

Although, advanced technologies have changed almost all the above presented human resource management functions. However, the most important human resource management practices in business organizations advanced technologies are in the following 6 areas which include the majority of these human resource management functions.

*Automation:*

The advancement of information technology and other technologies has improved the automation system for human resource management especially human connection with the business leaders. Now employees working in human resource management are not required to create manual payroll reports and manual performance appraisal reports. Instead of this, using automation systems and software human resource managers can easily develop soft reports.

*Information for decision making:*

Effective human resource management requires historical data and market research reports. Modern technology helps them save historical records of personnel data for decision-making. Aside from that, AI helps people make decisions. Human resource managers can also deploy HR chat bots to handle typical employee questions, saving time and effort.

*Connecting Employees:*

IT can help them build good relationships between employees and HR managers. The information flow systems enabled by advanced information technology can establish a flexible work environment for employees and

employers by allowing them to participate in the central decision-making process and stay informed about organizational policies. Currently, firms use information technology and other technologies in HRMS to gain a competitive advantage in their marketplaces. They need talent searching practices to do this. Modern technology helps them publicize their job openings and identify the best candidates from the external or internal business environment. Several studies on human resource management and technological transformation indicated that firms are relying too much on technology to improve human resource management outcomes.[2]

*Improvement of personalization:*

The modernization of human resource management also improves personalization. Personalization is strengthened in large-scale corporate corporations by excessive use of information technology, artificial intelligence, and machine learning systems. For example, businesses use tools like Maestro health to give specialized and simpler solutions to their employees. Employers can select from a variety of health benefits based on their workers' job history and other personal data stored in HR systems [3].

*Training Sessions:*

The modernization of human resource management systems shows the incorporation of e-training sessions on many services enhancement subjects. No majority of organizations provide employees E-training sessions for career advancement and skill development. For example, vocational training and information security training give employees with flexible learning options that benefit the organization. Most businesses offer full-time social media and e-learning programmes to all relevant staff [4].

*Outsourcing of employees:*

An increase in outsourcing activities is a result of excessive involvement of advanced technologies in human resource management practices. Companies are now hiring employees from diverse geographical segments which benefit them in increasing innovation and creativity at workplaces. Modern human resource

managers are managing such outsourcing activities by using advanced technologies special information technology.

*Advantages and Disadvantages:*

The inclusion of advanced technologies in human resource management has several advantages and disadvantages. Some of these advantages and disadvantages are presented below in the following table [5].

*Table 1 - Advantages and Disadvantages*

<b>Advantages</b>	<b>Disadvantages</b>
<ul style="list-style-type: none"> <li>• Increased Compliance with State Laws</li> <li>• Internal data records</li> <li>• Reduction of time requirements by automation</li> <li>• Reduction of efforts by limiting manual work</li> <li>• Accuracy of information</li> <li>• Analysis of Human Resources issues</li> <li>• Improved decisions</li> <li>• Easy collection of Feedback</li> </ul>	<ul style="list-style-type: none"> <li>• Information input related to human error</li> <li>• Requires training when shifting from manual work to automation</li> <li>• Unauthorized access and external attacks on sensitive employee data by hackers</li> <li>• Malfunctions or insufficient applications</li> <li>• Data entry error</li> </ul>

*Conclusion:*

The whole discussion concludes that the transformation of human resource management by advanced technologies has several benefits for business organizations which causes an inclining tendency towards e-human resources management practices. Several benefits and advantages are evident to the positive changes introduced by advanced technologies in human resource management practices such as recruiting, selection, decision making, training sessions, and performance appraisal.

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## **GHANA HAS ITS SIGHT SET TO SPACE, HOW IT IS NECESSARY AND THE LEGISLATION TO REFLECT ON IT**

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*Introduction.* This article discusses the space Economy of Ghana, explains how Ghana launched its first satellite and the benefits it has brought to the nation. It also evaluates the problem with Space laws which currently Ghana does not have and finally the new possibility of launching a second satellite.

### *Overview of the Space Economy in Africa:*

Because of remarkable progress in space technology, space is no longer just a place to gaze at the stars.

The socioeconomic gains that can be realized via the application of space technology and research are limitless. Agriculture, disaster management, healthcare, environmental surveillance, transportation, and Urban development are