A study on innovative human resources practices in digital era in education institution

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Abstract

In many facets of business, including human resource management, digital transformation has become an unavoidable phenomenon. In order to effectively accomplish organizational goals, the use of digitization in organizations necessitates a focus on improving human resources' abilities and expertise. Another issue facing the globe is sustainable development, and this study investigates how digital transformation impacts HRM practices. This article looks at the potential difficulties encountered throughout the implementation process as well as the significance of digital transformation in enhancing the efficacy of human resources. Digital transformation makes it possible to automate a number of repetitive tasks, including managing employee data, paying salaries, and providing benefits. This greatly lowers the amount of manual labour and the possibility of human error. Furthermore, the use of technology like artificial intelligence and data analytics makes it possible to make data-driven decisions more quickly and intelligently, as well as to hire people more effectively. However, there are a number of challenges facing this transformation process, such as employee reluctance to change, issues integrating current digital technologies, and data security risks. Fears of losing one's career or having trouble adjusting to new technologies are common causes of resistance to change. Technical difficulties often arise while coordinating the company's several systems and protecting employee data from online attacks. In the midst of all of this, striking a balance between human interaction and technical efficiency is still crucial. Businesses may capitalize on the advantages of digital transformation in human resource management by confronting and overcoming these challenges, resulting in a more efficient, flexible, and forward-thinking workplace. This study will be a report card of digital transformation. Descriptive analysis through literature review (journals, conference proceedings, Ph.D. theses, dissertations, presentations, and articles) involves exploration and in-depth understanding of a phenomenon or topic. The structured questionnaire used in the primary survey is a standardized tool for gathering data from a sample of individuals. It is designed to measure the impact of various factors as well as analyze the effects on human resources' perception regarding digitalization involvement in the education industry. The purpose of this study is to determine how digital transformation affects HRM strategies, specifically in the education sector, where the transition from traditional to digital education has resulted in notable changes.

Keywords

Traditional era vs. digital era, Digital transformation, human resources, effects, and government initiatives.

Introduction

Human resources in the education sector

This is the "people management" part of running a school or university. "Human resources in the education sector" refers to the practice of managing all the staff within an educational institution, including teachers, administrators, and support personnel, by supervising their hiring, development, performance evaluation, compensation, and general well-being to ensure the smooth operation and achievement of the institution's educational goals.

Important facts regarding human resources in education

• Staff focus: The main goal is to draw in, keep, and inspire skilled educators and staff to provide high-quality instruction.

• Recruitment and selection: Finding and employing qualified applicants for administrative and teaching positions.

• Professional development: giving educators continual instruction and chances to advance their expertise.

• Performance management: Assessing the efficacy of teachers and offering suggestions to enhance performance.

• Pay and benefits: coordinating pay scales, benefit plans, and additional inducements to draw in and keep workers.

• Employee relations: Resolving issues, controlling disputes, and creating a supportive workplace.

What makes human resources crucial in the field of education?

• Student success: By guaranteeing high-quality instruction and a positive learning environment, efficient human resource management has a direct impact on student learning results.

• Factors affecting teacher retention

Keeping a steady workforce requires addressing issues like workload and pay that lead to teacher turnover.

• Organizational effectiveness: Appropriate HR procedures can maximize the school's resource allocation and workforce levels.

Problem statement

The research will help to encounter the issue of HR practices of the educational institution in the digital era.

Objectives

To understand the awareness level of educational institutions regarding digital transformation.

To analyze the effects of digital transformation on human resources of educational institutions

To examine the frequent usage and recommendation of digital transformation practices.

Literature review

Author	Year	Title	Methodology and objectives	Findings.
Vassiliki A ExarchouGeorge M Aspridis, Ilias K Savvas Kleanths Sirakoulis and Georgia Garan	2024 DOI:https://doi.org/10.33545/26633213.2024.v6.i1a.166	The impact of digital transformation on human resources practice:- A case study in higher education in Greece	The methodology of this research was based on collecting primary data, Followed by subsequent statistical processing and analysis. The specific research objective is to establish communication between employees, supervisors, and directors of administrative services, introducing them to the new functioning methods of higher educational organizations	Greece remains behind in e-governance issues, mainly due to the lack of continuity in the public administration, the absence of a long-term vision for the state's digital transformation, and significant delays or deficiencies in the planning of a crucial project
Anjali Bansal Tanvi Panchal Fauzia Jabeen Sachin	March2023 https://doi.org/10.1016/j.jbusres.2022.113611	A study of human resource digital transformation (HRDT): A phenomenon of	This study presents an overarching and integrated conceptual framework of HRDT, grounded in robust qualitative	The current research aimed at exploring the adoption of digital disruptions at

Kumar Mangla GurmeetSingh		innovation capability led by digital and individual factors	research, to describe factors in successfully implementing HRDT This study defines HRDT as a multidimensional construct resulting from successful integration of digital and individual factors into the innovation capability of organizati	the level of HR function during the COVID-19 pandemic, resulting in HRDT as an outcome of an organization's Innovation capability
Moh Saifudin Ida Rindanigsih	Feb2024 E-ISSN:3031-9870	Transformation of Human Resource Management in Education in the Digital Era.	This article aims to investigate the role of digital transformation in educational HRM, outline the basic concepts of HRM, and highlight its relevance in the current educational setting. The research method used is the library research method, which is a research activity carried out by collecting information and data with the help of various data from books, references, articles, and journals	Digital transformation has changed the way education is managed and delivered, presenting new challenges and endless opportunities. It is important for educational institutions to understand the relevance between basic HRM concepts and digital transformation to create an environment that supports professional growth, balances individual needs with organizational goals, and adapts to technological Developments.
Indarta	5August 2024 e-	Digitaltransfor	This article explores	The digital

Priyana Isniar Budiarti Silvy Sondari Gadzali	ISSN:3047-6151	mationinhuman resource practices	the importance of digital transformation in improving the effectiveness of human resource management and examines the challenges that may be faced during the implementation process The study conducted in this research uses the literature research method.	revolution is crucial in improving the effectiveness of Human Resource (HR) management, as it enables automation and efficiency that was previously impossible to achieve with conventional methods. With the adoption of digital tools such as Human Resource Information Systems (HRIS), various time-consuming routine tasks, such as employee data administration, payroll, and benefits management, can be automated. .

RESEARCH GAPS

A research gap refers to a knowledge gap or issue that requires further investigation. For instance, if a research study focuses on a digital educational institution, the first step is to identify the reasons why current educational technologies are inadequate. The problem statement can then highlight the concerns that teachers and students have regarding the use of digital education tools in the classroom, while also identifying a gap in the literature that suggests this issue has not yet been fully explored. Therefore, a well-crafted problem statement provides a clear and concise explanation of the issue at hand, along with a justification for why the research is

necessary. By establishing a clear problem statement, the researcher can effectively narrow the scope of the study and ensure that their research objectives are achievable. Additionally, a strong problem statement provides a framework for the rest of the research study, enabling the researcher to develop hypotheses, research questions, and data collection methods that are tailored to the specific problem at hand.

Based on the study, the author has identified the following research gaps:

Impact of Digital Transformation on HR Practices

While digital transformation is recognized as a global phenomenon, there is limited research specifically focusing on its impact on HR practices in educational institutions in Faridabad. Existing studies lack localized insights into how digital transformation influences recruitment, training, employee engagement, and retention in this region. (Localized Gap: Lack of region-specific insights into digital transformation in HR practices.)

Identification of Specific Digital Tools and Platforms

There is insufficient research identifying the specific digital tools and platforms adopted by HR departments in educational institutions. While generic studies exist, the lack of detailed exploration into tools tailored for the education sector limits the understanding of their effectiveness and usability. (Tool-Specific Gap: Insufficient focus on identifying and evaluating digital tools for HR in education.)

Understanding Challenges and Opportunities in Digital HR Integration

Research on the challenges and opportunities faced during the integration of digital HR practices in the education sector is scarce. Particularly, studies fail to address region-specific challenges such as resistance to change, budget constraints, skill gaps, and infrastructure limitations in Faridabad's educational institutions. (Integration Gap: Minimal research on challenges and opportunities in digital HR integration in educational institutions.)

Providing Recommendations for Enhancing HR Effectiveness

While there are generalized recommendations for HR effectiveness in the digital age, there is a gap in actionable and context-specific strategies for enhancing HR practices in Faridabad's educational institutions. The current literature lacks input from HR professionals, educators, and administrators in this localized setting. (Actionable Recommendations Gap: Need for tailored recommendations to improve HR effectiveness in the context of Faridabad's education sector.

Research methodology

This study will be a report card of digital transformation. Descriptive analysis through literature review (journals, conference proceedings, Ph.D. theses, dissertations, presentations, and articles)

Involves exploration and in-depth understanding of a phenomenon or topic. The structured questionnaire used in the primary survey is a standardized tool for gathering data from a sample of individuals. It is designed to measure the impact of various factors as well as analyze the effects on human resources' perception regarding digitalization involvement in the education industry.

Area of Study

The area selected for the present study is schools, colleges, and higher educational institutions of Faridabad.

Digital transformation

Although the term "digital transformation" has gained popularity recently, it was already popular in the late 1990s and the middle of the 2000s. We started computerizing processes more than 30 years ago, and many automated operations have already been incorporated by businesses.
The process of utilizing digital technology to improve internal resource efficiency, customer value delivery, and organizational operations is known as digital transformation. Integrating digital technologies into all facets of a business, from culture and customer experiences to products and services, is an ongoing effort.

Organizations can benefit from digital transformation:

Enhance the client experience by developing new offerings and personalizing experiences using digital technologies.
Enhance operations by decreasing manual labor and automating procedures.

Reduced expenses through increased efficiency: expenses can be reduced.

Gain a competitive edge by using technology to bring about a significant shift.
Digital transformation involves both technological and cultural shifts. It calls on businesses to fundamentally change the way they work and provide value to their clients.
Digitizing operations, technology, culture, leadership, and customer experience are a few of the pillars of digital transformation.

Traditional era vs. digital era (The Age-Old Learning Experience, A New Era in Education):-

The traditional era has been the foundation of education for many years. In this model, students gather in physical locations where teachers teach in person. This face-to-face interaction promotes real-time communication, collaborative activities, and personalized support. However,

traditional teaching also has its limitations, such as geographical constraints, rigid schedules, and unequal access to quality education. **The modern era** uses technology to provide a more flexible and accessible learning environment. With the help of video conferencing, digital platforms, and online resources, students can attend classes from anywhere at any time. Virtual classes eliminate geographical barriers and allow students to attend courses that may not be available locally. This flexibility makes digital learning the preferred choice for many.

Digital Transformation in the Education Sector: Trends

Digital transformation in education is the process of integrating digital tools and technology into schools to improve teaching and learning. The goal is to make education more accessible, flexible, and personalized for students. In addition to helping institutions handle student admissions and other administrative duties, digital transformation in education improves the experiences of students, mentors, and alumni. It accomplishes this by using technology to streamline corporate procedures. It offers:

Smooth student enrolment process

Dynamic and captivating educational encounter. Improved educational results. Flexible course structure that allows students to learn from any device, anytime. Enhancements in the management of student performance. Smooth administration procedures at schools, colleges, and universities.

Human resources in the education sector can benefit from digital transformation in a number of ways, such as the edtech sector is looking considerably stronger in 2024 after experiencing a cold funding hiatus in 2022. Since BYJU'S acquired Aakash and the recently formed unicorn PHYSICS WALLAH entered the market, hybrid learning has emerged as a crucial trend in attaining profitability.
We will examine how technology aids educational institutions in providing better instruction, whether it is through creative teaching strategies or the use of technology to improve the student experience.

1. Using Technology in the Admission Process

The enrollment or admissions procedure takes a long time. In order to turn in their documents and entrance forms, students must wait in queue. To find out the progress of their application, they must also visit the institution often. Administratively, the admissions team must review documents, verify eligibility, create a shortlist of applicants, and notify them of the status of their applications. The modern admissions procedure must be conducted online to make things easier for parents, students, teachers, and administration, even if the mechanism was in place prior to the epidemic. Students and institutions benefit from an end-to-end admission management system in the following ways:

1. The burden of paperwork related to the admissions process can be avoided by institutions.
2. Technology can assist in the automatic selection of qualified applicants.
3. Routine questions can be delegated to counsellors using an automatic response system.
4. Real-time updates on students, faculty, courses, etc. are available to institutions.
5. Students don't have to waste time waiting in a queue to see how their applications are progressing.
6. Students do not need to visit the campus in order to apply to more than one college at once. 95 unique

2. Managing administrative processes using technology

Institutions now find it simpler to handle their everyday administrative procedures thanks to technology. It can be used to store papers, submit administrative requests, and manage class schedules. Counsellor productivity is increased, human error is decreased, and robust procedures that don't break down with size are created when administrative activities are managed by technology.
Institutions have benefited from moving some administrative procedures online in a number of ways.
1. The management and storage of documents has been enhanced by cloud security.
2. Productivity has increased due to timely reminders and well-planned routines.
3. Quicker query resolution has been made possible by the SERVICES LEVEL AGREEMENT and process documentation.
Technology has made it easier for administrators, educators, and counsellors to concentrate on their primary duties rather than spending time on repetitive, manual tasks.

3. Transforming the EdTech Models

"From a business perspective, the capacity to address learners' questions on the platform will accelerate. EdTech is not a replacement for traditional classroom instruction. EdTech's motto has always been to replicate a classroom environment and provide live tutoring. Since coaching plays a significant role in the day, the rate of student retention will rise. Online learning's post-pandemic relevance has demonstrated its potential to educators, parents, and students.

The epidemic caused an unexpected spike in demand for online courses, but EdTech providers needed to be ready to manage both student onboarding and coaching. The majority of B2C companies utilize CRM (customer relationship management) software, which EdTechs began utilizing. EdTech spending is predicted to rise by $404 billion over the next five years. Even if schools and colleges have resumed their regular operations, EdTechs are still expanding as a result of their adoption of self-paced course modules and hybrid learning. 100 unique

Here's how CRM is being used by online educators:

• Gathering and disseminating student inquiries:

In today's digital environment, student inquiries are received through a variety of platforms, including social media, landing pages on websites, offline advertising, recommendations, and more. Student inquiries can be converted more quickly if they are recorded and contacted as soon as they are received. Based on a number of criteria, including geography, subject, experience, and language spoken ED TECH CRM assists in forwarding student inquiries to assigned sales representatives.

• Student Intent Tracking:

Enrolment reps can more effectively offer pertinent courses when they have a deeper understanding of the students. EdTech CRM records a lot of information, including the websites visited, the links clicked, the amount of time spent on each website, the link, the video, and more. It gives the reps enough knowledge to have a fruitful discussion with the parents or kids.

• Lead Prioritization and Scoring:

What if you could identify the leads who are most likely to become customers and get in touch with them first? EdTech CRM facilitates the assignment of points based on important behaviours, including clicking links, opening emails, visiting websites, attending webinars, and more. Higher score leads are more likely to convert, and your agents can follow up with these leads first to sign them up for classes.

• Data-driven Analytics: Making data-driven decisions is aided by having a comprehensive picture of metrics, including daily calls, leads from many sources, campaigns, email open and click rates, lead conversion ratio, and more. Lead, enrolment, student, and faculty tracking is made simple with the help of EdTech CRMs like Lead Squared, which offer more than 100 reports.

4. Transformation in Teaching & Learning Methodologies

The epidemic has compelled educational establishments to switch to a hybrid, if not fully online, paradigm of instruction. The recent purchase of Aakash by BYJU'S confirms that the EdTech giant believes the hybrid-learning model has a bright future. "The digital transformation in education journey has been like a fast-paced time-lapse, providing a closer peek at the schools of the future," the speaker said in an interview with TOI. And this isn't just about virtual classrooms; it's about a total shift in mindset, perspective, and method of instruction. Teachers that use digital learning are more tech-savvy in order to increase student engagement. But according to him, "technology should be used as a teacher's tool to enhance learning, not as a replacement for traditional classroom settings."

By following these ways, the education pattern can be transformed through technique.

(a) Video integration for online learning:

Video integration for online learning: In the beginning, educational institutions conducted lessons using video conferencing platforms like Zoom and Google Meet. Managing online student attendance and administering tests left institutions in a bind. But thanks to rapid technological improvements, businesses may now include these capabilities in their websites and digitally replicate a flawless classroom experience.

(b) Learning using AR/VR:

Virtual and augmented reality are rapidly expanding in the field of education. When computer-generated perceptual information is used to improve real-world items, the result is an interactive experience known as augmented reality. Conversely, virtual reality is a 3D world simulation that users can interact with using VR goggles or hardware. Subjects like biology, geography, and history come to life thanks to this technology. AR-based 3D human models are used at Case Western Reserve University's Cleveland Clinic to teach human anatomy and surgery.

(c) Gamification:

Playing games is enjoyable. By using a gamified approach to learning, teachers can assist pupils in remembering the material. Gamified learning, which is widely used in K12 education, is gradually gaining traction in professional courses and test-prep areas.

(d) **AI/Predictive Learning**:

You receive suggestions based on your preferences when you sign into your Netflix or Amazon Prime account to view a film or series. Similar AI technology is being used by organizations to assist in suggesting comparable subjects to pupils. Students can now focus more on the courses that interest them, which adds interest to the classroom. Edutech has advanced significantly over the years, and the epidemic has only spurred new developments.

(e) Interactive Video and Media:

Smart classes are not a novel idea. In contrast to Blackboard learning, Interactive Connect uses media content, such as videos, to assist students in learning. The only difficulty is how mentors can maintain students' attention in the face of digital media distractions.
Using strategies for student involvement is the answer. One program that encourages digital awareness is Google Digital, which was launched by Google in partnership with the Ministry of Electronics and Information Technology and the Indian School of Business. It requests prompt reactions and actions throughout the learning process in addition to the interactive films. It aids in maintaining their concentration during the class period.

(f) Smart Exam Portals: Institutions also have difficulties with assessment exams and grading. Students occasionally attempt unethical methods to pass tests. Institutions might incorporate webcams into their online exam platforms to avoid this. It will assist them in monitoring any questionable actions during the test, including tab opens, background chat boxes, image exchanges, and more.

(g) **Learning Experience** Platform: Consider an LXP to be a student's mind map. LXP offers autonomy in contrast to a Learning Management System (LMS), which offers a one-track learning plan. An LMS, for instance, provides courses with the numbers 1, 2, 3, and so forth. Conversely, an LXP provides carefully chosen information based on the preferences and speed of the learners. Instead of adhering to a set course curriculum, an LXP offers flexibility in selecting the curriculum flow.

"Online teaching has taken on a new meaning with classes becoming borderless, flexible, and self-paced," the speaker said in an interview with TOI. The traditional classroom has also changed significantly, with content—such as videos, quizzes, info graphics, slideshows, analytics, games, and interactive formats—becoming a key difference in online learning. In the backdrop of NEP 2020, technologies in education and online learning resources have taken the place of chalk and board.

5. Education chatbots will transform communication.
Communication between staff and students in educational institutions has changed as a result of the use of chatbots. Teachers can save time and engage kids with engaging experiences thanks to chatbots that are powered by artificial intelligence.
In education, chatbots have emerged as new partners in the following ways:
(a) **Admissions chatbot**
For the administrators and faculty engaged, using chatbots to answer frequently asked questions, share and gather papers, and gather basic information has proven to be a time-saving tip.

(b) A **chatbot for assessment**
Chatbots assist students in understanding a given subject by disseminating test links, results, and

quizzes. They exchange ideas on how to improve teaching or learning strategies and minimize time spent producing repetitious quizzes.

(c) **A chatbot to answer questions**
Education chatbots have helped schools save money by eliminating the need to hire a resource or expect professors to spend more time answering questions, whether they are topic-related or about deadlines.

(d) **Interactive education**
Chatbots has simplified the learning process. From locating pertinent study materials to assistance with paper writing, chatbots are becoming a useful tool for keeping students informed in their lessons.
Although change is unavoidable, it can be challenging to execute.

Effects of digital transformation on human resources in the educational sector.

Benefits of digital transformation to human resources in the educational sector in a number of ways,

HR efficiency that is streamlined
Talent management and recruitment are two HR procedures that can be streamlined with the use of digital HR technologies.
Improved experiences for employees
Increased job satisfaction and retention might result from personalized employee experiences made possible by digital HR solutions.
Making decisions based on data
HR professionals can use data-driven insights to inform their decisions with the aid of digital HR solutions.

Strategic planning
HR strategic planning can assist in coordinating technology deployments with overarching corporate objectives.
There are further advantages to digital transformation in education, such as the following:
A better educational experience
Through increased customization and interactivity, digital transformation may enhance the educational experience for both teachers and students.
Accessibility
For instance, digital transformation can increase the accessibility of education for individuals with impairments.

Human resources in the education sector may suffer from digital transformation in a number of ways, such as:

The majority of institutions still prefer to use conventional teaching techniques, even though the epidemic has forced the implementation of numerous technologies. In addition to competing pressures, there are a few other obstacles to overcome in the process of changing education.

Absence of a well-defined plan and a readiness to adapt

The last three years have seen everything return to normal after the outbreak threw everything into overdrive. Justifying expenditures in technology is proving to be challenging, as evidenced by the frequent physical classes that are held and the slower rate of technological adoption. There isn't a defined plan for creating automated systems. This industry is still dominated by employees. Higher training expenses result from unintuitive systems. To alter the procedures, administrators require outside help, which adds to the delays.

Having a plan in place to integrate technology into classrooms, teacher training, admissions, and other areas of education is crucial. To achieve a greater impact, it should be phased and include a tracking system.

Lack of technical expertise

More attention is paid to assisting students by teachers and administrative personnel. Complex technologies with a greater learning curve are unfamiliar to them. It is more detrimental than beneficial. Adoption rates are significantly higher for intuitive technologies like Lead Squared, which offers a centralized platform for viewing student data and setting up automation.

For employees to remain current and familiar with a system, institutions must regularly offer training programs. Higher adoption rates will result from collaborations using technological tools in this area.

Handling malfunctions in the system

Institutions are closely examined for compliance and safe data handling. Data leaks, system mistakes, and technical issues can all be detrimental. Higher faults and external dependencies result from that in addition to a lack of technical expertise.

It is preferable to invest in scalable, secure, and robust technology so that problems with malfunctions can be quickly recognized and fixed.

The traditional educational system has had a difficult time. Schools, colleges, and physical training facilities have been compelled to use digital learning resources. Both teachers and students have benefited greatly from the digitization of education.

Online teaching and learning still face difficulties, though. For example, teachers have not been able to precisely quantify the learning results of online learning. Furthermore, students who lack smartphones or computers or do not have internet connections are still denied an education.

Therefore, until digital education is available to everyone, a hybrid approach combining traditional and digital learning is the way to go.
Lead Squared assists Ed Techs, training facilities, and educational institutions in modernizing their admissions procedures. We can help you with your digital transformation journey, having a solid clientele of more than 600 organizations, including leading online and offline education providers like BYJU'S, Vedantu, Cuemath, Unacademy, Amity University, Manipal University, and more. We can help you on your path to digital transformation.

The goal of digital transformation in education is to change the entire educational ecosystem, not only swap out paper for pixels. It entails a thorough overhaul of the whole educational ecosystem, changing and rethinking how technology is incorporated into every facet of an institution's design.

The Government of India has several initiatives for digital transformation in educational institutions, including:

DIKSHA (Digital Infrastructure for Knowledge Sharing)

A national portal that provides a repository of learning resources for students, teachers, and parents. The portal offers interactive lessons, worksheets, and assessments for various grades and subjects. It supports over 18 Indian languages and has been implemented in 35 states and union territories.

SWAYAM (Study Webs of Active Learning for Young Aspiring Minds)

An online platform that offers affordable courses for students from Class 9-12 to undergraduates and postgraduates. The platform hosts Massive Open Online Courses (MOOCs).

SWAYAM PRABHA

A group of 34 DTH (Direct-to-Home) channels that broadcast educational programs 24/7.

E-Pathshala Portal

A resource store for educational videos, audios, and flipbooks.

Pradhan Mantri Graminin Digital Saksharta Abhiyann (PMGDISHA)

The scheme aims to make 6 crore rural households digitally literate.

Other digital initiatives in higher education include the National Digital Library (NDL), e-Yantra, FOSSE, Spoken Tutorials, and Virtual Labs.

• Children in rural locations who cannot access the internet can participate via radio transmission thanks to Shiksha Vani, E-Path Shala, and the National Institute of Open Schooling's Digitally Accessible Information System (DAISY) for students with disabilities.

Following data collection, our conclusions and difficulties are results: To enhance the learning experience, human resources (teachers, students, and other stakeholders, including academics and administrative personnel) wish to employ more digital assessment methods. Educational institutions should implement HR strategies for professional growth. For the digitalized human strategy to be successfully implemented at work, on-demand training is required. Strategic recruitment at educational institutions can be accomplished with the aid of the digital revolution in HR. Obstacle integration and compatibility problems are the primary potential obstacles to HR transformation in educational institutions. Another difficulty is the fear of potential attacks and data theft. The risk of switching from human resources to digital HR is further increased by a lack of technical equipment. Absence of an efficient communication plan in the workplace program. Because the key to a successful digital transition is communication. Less funding for staff development initiatives.

RESULTS AND FUTURE RESEARCH SCOPE

The current study makes a number of contributions to earlier research, especially in the area of technological applications in HR practice implementation. Prior research has demonstrated comparatively robust and favourable correlations between a firm's level of high engagement adoption and the current study advances scholarly understanding by offering in-depth analyses of data demonstrating the importance of ongoing HR practice renewal through digitization.

Organizational performance and the digitization of human resource management are positively correlated, according to secondary data gathered from a range of industries, including the manufacturing, IT, and automotive sectors. One of the study's main conclusions is that employing staff takes less time and money when using digital HRM technologies. Consequently, using digital HRM technologies improves organizational performance. The study demonstrates a beneficial relationship between HRM and digitalization since the former makes it possible for workers to obtain pertinent information and interact with superiors more successfully, both of which improve organizational performance and productivity. Because digital HRM solutions enable businesses to better monitor and manage employee performance, the study also demonstrates that HRM digitization leads to improved talent management and employee retention. Through the provision of more convenient and individualized options, such as self-service portals and mobile apps, the digitization of HRM can enhance the employee experience.

Higher levels of employee loyalty and satisfaction may result from this, which may improve organizational performance. Overall, the results indicate that by enhancing data-driven decision-making, talent management, employee engagement, recruiting effectiveness, and employee experience, HRM digitization can improve organizational performance.

CONCLUSION

The human resource management department has a fundamental role for personnel recruiting, performance appraisal, sensation management, and so on. Today every firm needs to digitalize HRR practices, which is extremely important, especially in the process of attracting and rewarding employees, which are two of the largest challenges they face. In this paper, digital HRM is essentially viewed as a reborn concept for HRM. Gartner's IT glossary (2016) defines digitalization on a broad level and adopts a business transformation viewpoint: "Digitalization is the use of digital technologies to change a business model and provide new revenue and value-producing opportunities; it is the process of moving to a digital business." Human resource specialists began to get involved in updating and rebuilding the digitalized organizational structures and work practices in the current situation. Since the information is no longer tethered to a physical paper or location, digitization has also made it possible to arrange jobs in numerous ways. Thus, it has made work easier and more organized, and—most importantly—it has improved focus, which boosts productivity. In summary, the conclusions showed that digitalization has become fundamental in today's world. It indicates that all organizations and institutions are firmly dedicated to advancing it.

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