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Transformation and Evolution Human Resources: Technology Integration in HR Development

Iing Sri Hardiningrum[1], Agus Hermawan[2], Anita Sumelvia Dewi [3]; Erwin Syahputra[4]

[1] Doctoral Program of Management Science, Faculty of Economics and Business, Universitas Negeri Malang, Indonesia
[2] Faculty of Economics and Business, Universitas Negeri Malang, Indonesia
[3,4], Faculty of Economics, Universitas Islam Kadiri, Kediri, Indonesia

Correspondence author: hardiningrum2304139@students.um.ac.id

Abstract

Highlighting the importance of management source Power inner digital human reach success and sustainability organization, emphasized the necessity of HR leader to align technology with the objective organization in an effective way. The purpose of the study Is To explore integration technology in the development source Power Man through a literature review, emphasizing the evolution management source Power Human on the side progress technology. Study This underlines the importance increase professional skills for utilizing progress technology in a way efficient and digital role in simplifying processes, improving productivity, and enabling more decisions automatically in HR development. Research results show that digital technology can reduce and create opportunities Work with culture organizations identified as a barrier to adoption of digital technology in HR management. Implications of digital transformation of HR management strategies are explored to show support in the organization and impact positive technology on internal operations and practices of HR management.

Keywords: Digital Transformation, Human Resources Evolution, Integration Technology in Human Resources Development

INTRODUCTION

Digital transformation refers to a change in the organization that uses digital technology to increase performance and efficiency company (Ananda Roro Wulandari,

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2023). It involves the adoption of technology information, computing, communications, and connectivity to reach the desired goal (Yanuar Kirana et al., 2023). HR Manager needs their Skills in HR management, innovation, and understanding of technology to face challenges that change fast in the digital era (Anang Helmi et al., 2023). Digital transformation also creates change significant in tasks and work processes, as well as increases the balance of life work, and personal employee as well as performance individuals and organizations as a way whole (Yanuar Kirana et al., 2023). Evolution source Power man in context This refers to adaptation and development ability power Work For following development the digital technology (Wahab Samad, 2022). Source role Power man in organizations become more important in the era of digitalization to ensure the successful implementation of technology. Manager source Power man needs to Act as a decider position strategic, agent change, and support technology as well as ensure employees own required skills and knowledge for adopt digital technology with Good (Pretty et al., 2022). Source Power man expected can Keep going learn and develop skills just to be able to utilize optimal digital technology. along with exists digital transformation, organization sued for give appropriate training and learning for employees can Keep going adapt with change the (Dolan et al., 2022). With this, the evolution source Power Man became key in facing the era of continuous digital transformation development (Wadhawan, 2023).

Evolution management source Power man through digital transformation also raises necessary enhancement Skills of HR professionals so they can utilize progress technology in a way effective. Important for HR leaders to Not only understand aspect technical from tools but also develop sharpness strategic To aligning technology with goals and objectives organization in a way comprehensive. Through integration technology, development source Power man in the organization can become more effective and efficient, with a focus on the usage of digital tools and platforms to simplify processes, improve productivity, and improve taking more decisions automatically (Yuan, 2023).

Technology integration in development source Power man becomes more important in answering the challenge digital transformation (Wahyudi et al., 2023). With existing technology, source Power man can be more efficient in increasing performance and productivity they (Nikmah et al., 2023). However, p this is also a demanding role important for management to ensure that implementation technology is done with good and supported by all member organizations. Apart from that. awareness will importance of data security and privacy is also a concern attention in the use of technology in

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development source Power man (Fadillah et al., 2023). Management must give sufficient training to employees So can use technology with kind and supportive growth company (Nikmah et al., 2023). In facing digital change, visionary and progressive leadership is needed to ensure that the implementation of technology walks smoothly and gives maximum (Ridwan K.R, 2023). Besides, it is necessary to have a clear policy related to the use of technology so you can guard data security and privacy as well as minimize it. Additionally, integration technology Not only revolutionize how HR functions internally but also changing the experience employee. Starting from the orientation process until mechanism bait comes back performance, digital platforms have made it easier for employees to access their information needs, collaborate with colleagues' work, and give bait back in real-time. In context, technology plays an role important in creating positive work, improving the involvement of employees, and improving satisfaction Work (Sinaga, 2022)

The aim of this research is to explore more carry-on about How integration technology in development source Power man can help increase the performance of employees and support the growth company as a way whole. Through a deeper understanding deep about the connection between technology and development source Power man.

METHOD

In studying integration technology in development source Power human, method research that can used is studies literature. The study of literature is a technique of data collection with stage studies review existing books, literature, notes, and reports relationship with problem-solved (Imah et al., n.d.). This method involve analysis to various source relevant literature, such as journal academic, articles scientific, books texts, and sources electronic other. In research This is the data used is secondary data that comes from from article scientific national nor international. The database used that is *Google Scholar* and *Sage Journal.* To get literature that uses keywords digital transformation, evolution source Power human, integration technology, and development source Power man.

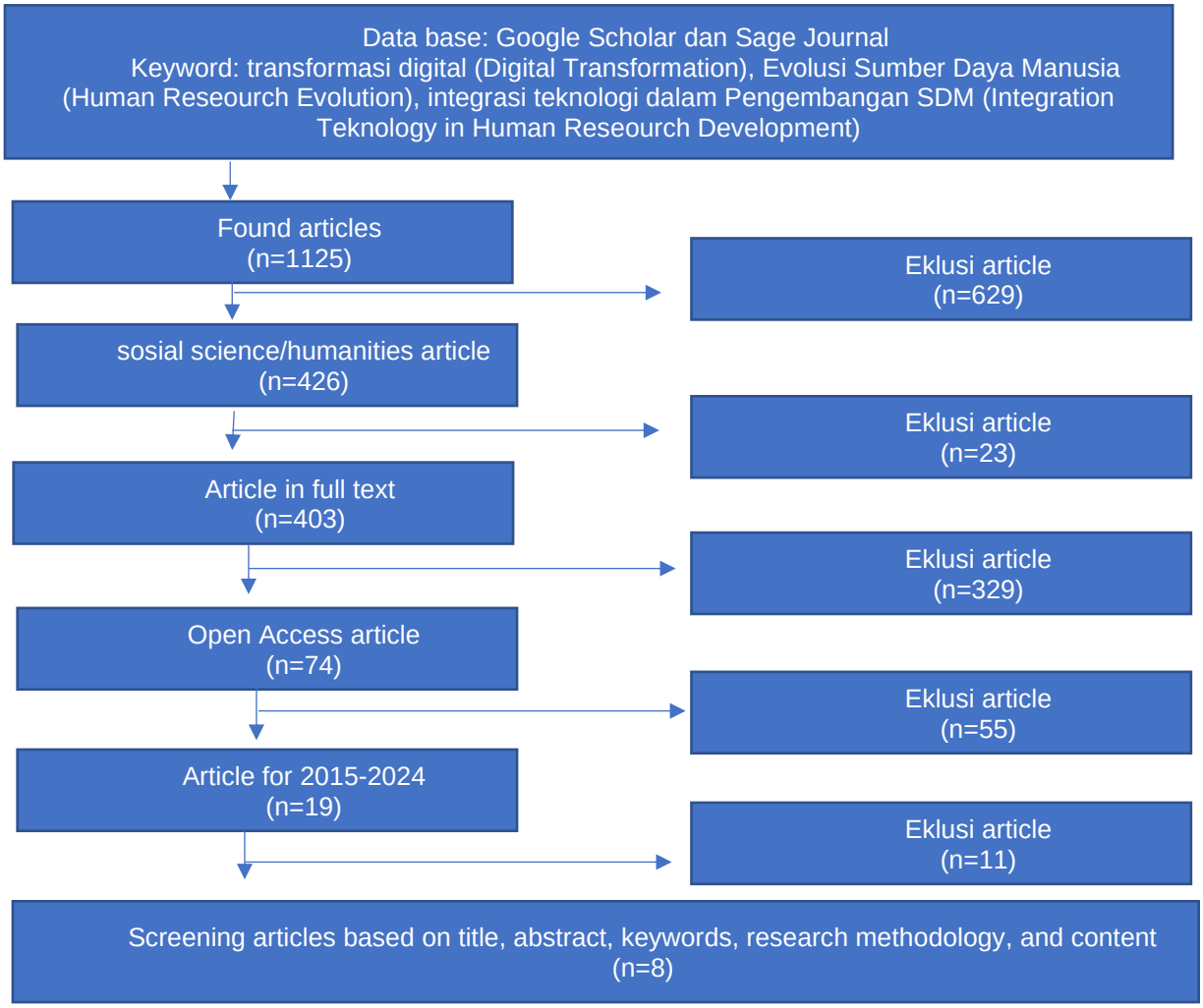
The steps taken by the first researcher are to determine a topic to be researched in the literature review. The second is to determine the criteria cover criteria inclusion and exclusion. In stage second, the researcher identification through the keywords used with uses Indonesian and English. The third stage is the researcher collects and chooses appropriate articles with a topic literature review. The articles obtained researcher will

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done filtering with the method of identifying articles through a literature review. Identification that covers language articles Indonesian and English, title article per theme or keywords, year rise in the range 2020-2024, articles complete full text. At this stage furthermore will be done analysis articles by researchers who started with the title, purpose research, methods research, results research, weakness research, and conclusions research to be used as report results literature. At stage end, the researcher analyze all articles that have been identified by the theme study.

Scheme 1: Filtering Literature



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RESULTS AND DISCUSSION

Following This a matrix table presents the literature review as follows:

No	Title, Author	Objective	Research methods	Research result	Conclusion
1	The Implications of Digital Transformation and its Impact on Human Resource Management Strategies (Hasan Abdulsalam Ali Emran, Fathia M Elhony ; 2023)	research on the article aims To investigate the impact of digital transformation on resource management strategy Power Human at Fezzan University	Use approach descriptive analytical To investigate the impact of digital transformation in management strategy source Power man	Digital transformation is very important in sample studies The university has an evaluation system for effective performance	Digital transformation has an impact significant on HR management strategy Organizations need to adapt and introduce technology for the development of sustainable
2	Use of digital technologies in human resources management (Huseyn Chaplaev, Kazbek Mazhiev, Lalita Idigova; 2023)	Research purposes to analyze modern trends such as globalization, digitalization, and mobility, encourage the company to adopt a business model competitively new	Analyze modern trends and their impact on management business Identification of inhibiting reasons for digitalization in personnel management and solutions	The request will digital technology has caused program development for monitor channel Work employees, overcome problem like constraint time and needs For work distance away during the COVID-19 pandemic	This study emphasizes the importance of digital technology in HR management, especially during the COVID-19 pandemic, where work distance Far become important for sustainability business.
3	**Implementation of Technology for the Development of Human Resources in Corporations (Keples Sinaga, 2022)**	**To explain how technology can revolutionize management source Power humans leading to improvement efficiency, productivity,**	**This study uses an approach method descriptive, involving data collection, analysis, visualization, and summary to understand various**	**Studies show that technology plays a role important in form practice management source Power modern man, which leads to improvement efficiency, productivity, and**	This study underlines the role important technology in modern HR practices, emphasizes his contribution to efficiency, productivity, and

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No	Title, Author	Objective	Research methods	Research result	Conclusion
		and planning strategies in arrangement company	**conditions and situations**	**planning strategies in company**	planning strategic company
4	The Evolution of human resource management in managerial thinking (Abdul Yilmaz, 2023)	To explain the role of important source Power man in a development organization and power competitive	method research used is descriptive qualitative with combine studies cases and interviews with expert For collection the data.	Study This show that understand evolution historical management source Power humans are very important for organization For utilise human resources effective and sustaining Power competitive in evolving digital landscape	Study This highlighting sustainable human resource development and promotion For reach success organization with maximizing mental and physical capacity they .
5	**Digital Transformation in HR** **(Jakub Chan, Miluse Balkova , 2022)**	**Research purposes This is For megatasi challenges posed by the fourth industrial revolution and digital transformation in HR, with a focus on development employee**	**Method of using framework training and monitoring OEE indicators, analysis professional process tasks and assignments work**	**Research result show that developed method Stadnicka , Arkhipov, Battaia , and Chandima are the best fits For fulfil condition fourth industrial revolution in HR because in line with principle main like transparency, sustainability, and growth individual**	This study explore method For development staff in HR Matrix analysis determine method best For development worker
6	The Changing Face of Human Resource	For explain How technology	Exploratory study with retrieval	Technology bring change big with	Dynamics technology change

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No	Title, Author	Objective	Research methods	Research result	Conclusion
	Development with Technology Dynamics (Kirti Wadhawan, Dimple Wadhawan, 2023)	dynamics This change face of HRD in general and parts training and development in particular	techniques convenient sample Primary data with use questionnaire and secondary data through journal	method train and guide human resources in Work	face of HRD and training Focus on e-HRD and how technology help training and development
7	**Promising Area for Developing HR Mangers' Competencies in the Digital Age** **(VA Kapitanov , et al ; 2021)**	**For give outlook about impact digital transformation of HR practices and for identify necessary steps for HR professionals to succeed operate in environment an increasingly digital economy**	**Research methods use method comparative, logical , and statistical**	**Competence new required For HR specialist in digital organization** **Transition to digital requires change condition HR qualifications**	Digital transformation requires competence new for HR manager HR specialist necessary obtain new digital skills
8	Implications of the impact of human resource management on digital-based pharmaceutical corporations (Emi Masyitah, Ina Liswanty, Iskandar Muda, 2022)	Give more understanding Good about How HR digitization can influence organization, culture work and needs individual, as well identify associated challenges and	Qualitative method with using secondary data taken from review References	Computer innovation influences HR activities and change role manager from the passive become active and strategic One of impact digitalization is facilitate access to necessary information,	Digitalization bring significant impact on HR practices, roles HR manager, and required competencies in environment Work moment This .

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No	Title, Author	Objective	Research methods	Research result	Conclusion
		opportunities with change		improve quality of human resources, and produce targeted innovation For digitalization communication Impact digital innovation influences necessary skills in various work and change level its use in environment Work	

Review results literature This found 8 articles about integration technology in HR development. Research sites This in Indonesia or abroad. Methods used in research This is observational, descriptive analytical, and qualitative. Digital transformation is a crucial process for a company in adapt self with change fast environment and for get superior competition (Jakub, 2022). This process involve integration digital technology to in various aspect organization like products, services , people, and processes with the objective increase performance (Yilmaz, 2023). However, this digital transformation No simply dwells on technology , but also involves shift culture and structure organization that impacts the business model and experience planning (Masyitah , 2022). Challenge in digital transformation includes need will enhancement Skills in a way sustainable , completion obstacle operations and management , as well push change in structure organization To use facilitate source power and investment (Wardhawan , 2023).

Based on results study (Emran & Elhony, 2023) about implications digital transformation in management strategy source Power man show that digital transformation has an important meaning , p This showed with its height third average score dimensions with value 3.96 and standard deviation 0.89. This matter show that Fezzan University supports the digital transformation process . Leaders administration own necessary skills For push digital transformation , supported by adequate infrastructure and commitment senior management . It highlights university readiness and

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support for initiative digital transformation . This matter aligned with results study (Sinaga, 2022) that Dandiah HR Consultant propose based programs technology For optimizing HR development. According to the owner of Dandiah HR Consultan, this program is capable provide information detailed about the needed employee including evaluation performance, strengths, weaknesses, and work history. So the use technology also has impact positive impact on the organization's internal operations and change method Work HR management.

Whereas results study according to (Chaplaev et al., 2023) state that more than 60% of the usage of digital technology can reduce work and some other HR managers think that using digital technology will impact positive on improvement fieldwork and contribute to the creation work new. One of the barriers to the recognition of digital technology in the field of HR is the culture company. Employees part big companies realize that culture companies focused on achievement objective strategic company and does not prioritize the introduction of digital technology for managing HR. The role of HR in management organizations the more important and necessary focusing on digital transformation. Therefore That HR specialists must fast respond to changes in environment external and capable Work in condition new that is automate the recruitment process For position blank with the use of digital technology.

Labor man has experience significant evolution along with development technology, start from industrial revolution to the current digital era This . Development management source Power man has followed the process, from management personnel until management source Power man electronic (e-HRM), and when This towards digital HRM with progress fast technology communication information and digital technology. In context today, digital HRM is becoming an important element For emphasizing reaching success and sustainable organization (YILMAZ, 2023).

Findings study (Chán & Balková, 2022) show that the method developed by Stadnicka , Arkhipov, Battaia , and Chandima is the most suitable For fulfil condition fourth industrial revolution in HR, because in line with principles main like transparency , sustainability , and growth individual . This method involve analysis task individual, defining feature critical, and decisive task to worker based on skills and knowledge they through method combinatorial. Other systems being developed by Anh and Lee shows high compliance with criteria focuses on the individual, creating profile employee the ideal and seeking candidate with compatibility highest. But this system own weakness like complexity in making profile need IT involvement, costs high acquisition, and usage limited only in stage recruitment. From the results above, emphasized importance

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determine a comprehensive system that facilitates mapping and development Skills employee with use modern database tools.

Research result (Kapitanov et al., 2021) show that development fast technology currently create new digital reality in HR management. In context transition to digital economy and transformation organization classic traditional become digital organization, decentralization digital management will happen based on digital technology. The most important feature from digital organizations are interaction between HR services with employee use application mobile. Predictive HR analytics, employee-centric professional training, feeds come back No only at the vertical level but also at the horizontal level requires development competence new for HR specialization. Practice development competence managerial in the digital transformation process is analyzed with use example service HR management in various organizations level digital maturity .

CONCLUSION

Technology integration in HR development becomes the more crucial in today's digital era This . A number findings significant from various research , both domestic and international abroad have revealed . First is digital transformation becomes must for company to be able to adapt with fast to change environment and gain superiority competitive . This process involve merger digital technology to in various aspect organization For increase performance . Second , utilization technology in HR management has potency big For increase efficiency operational and change paradigm HR management . However challenge related among them is culture organizations that have not support adoption digital technology as well need will enhancement HR skills for adapt self with change environment . Third , deep face digital transformation , important for company For develop competence new for HR specialist , incl digital skills and abilities manage change organization . Study This show that role administrative leadership and commitment senior management has significant impact in support initiative digital transformation . And the to four , research highlighting importance comprehensive system development For map and develop Skills employee use modern database tools . This step is very important for the company can Keep going strengthen HR management for face challenges and opportunities in the digital era. So that can concluded that integration technology in HR development becomes key in increase Power competitive company and achieve continuity long- term . With understand and apply practice best in idigital transformation , company can positioning self For reach continued success in the digital era develop .

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