

Chapter 47

Augment Human Resource Proximity Plumbing Cybernation

Anant Deogaonkar

Shri Ramdeobaba College of Engineering and Management, India

Sampada Nanoty


M. S. University Vadodara, India

Archana Shrivastava

 <https://orcid.org/0000-0001-7955-3844>

Jaypee Business School, Jaypee Institute of Information Technology, India

Geetika Jain

 <https://orcid.org/0000-0002-2733-3767>

FMS, Amity University, Noida, India

ABSTRACT

The expeditious proliferation of artificial intelligence in the mainstream has rejigged the simplest processes of the various sectors in the most efficient way. With the advent of the era of cybernation, the work culture has been curbed with the timely developments and upgradation of the technology. Cybernation has propelled the growth of every respective sector of the vast corporate diaspora with time. The main aim of the cybernation being that of smoothening the complex, bulk tasks which exploit mass human energy, has seen much success in its purpose so far. But certain domains of the corporate diaspora still await the technological transformation of their respective processes. One such prominent domain and the real fuel of the corporate diaspora, the human resource has yet to expand its purview to imbibe and imbue cybernation in its certain processes. Human resource domain being the custodian of the corporate, wherein it is for the people and by the people though with the niche of Industry 4.0 beholds more space to expand the angle of understanding the term resource for the human, than human as an element of resource in itself. Multifarious human resource processes can be enhanced further with apt utility of digitization in order to optimize the user interface and user experience, boosting the overall employee experience amidst the corporate. Several certain customary functions of the human resources entail the

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adaptation of automation in more nuanced way to evolve parallel with the digitalization. Moreover, the millennial era further looks up to a transformed human resource with higher echelons of functions to be performed, digitally evolved jobs, an automated work environment, work culture well acquainted with the artificial intelligence. The effect of cybernation on the business acumen of futuristic human resource leaders, working in the rapid concurrent era of disruptions, without losing the human touch, will carve the future human resource structure. Therefore, the intent of this chapter is to study the detailed implications of automation, digitalization, and cybernation in the domain of human resources and to study and examine the dynamically changing HR functions with technological interventions and disruptions by proposing a literature review.

OBJECTIVE

Through this chapter we propose to highlight the detailed implications of automation, digitalization and cybernation in the domain of Human Resource. We also examine the probable possibilities of impacts of dynamically changing HR functions with technological interventions and disruptions.

INTRODUCTION

Human resource management is an essential part of every company. Whether it's hiring new employees, training, or ensuring that local labor laws are complied with, HR processes are a vital part of every company. But HR has usually been thought of as a highly manual department process. They are used to rolling up their sleeves and getting the job done themselves. But all that's changing. Automation is invading the HR space, and very soon everything that can be automated, will be automated. Current HR staff need to adapt to the coming changes or get left behind in the dust. What does this mean for HR now and in the future? Are workers going to become obsolete? Are they going to find their job roles differ from what's typically expected of them? Let's take a closer look. HR automation is the process of enhancing the efficiency of the HR department by freeing employees from tedious manual tasks and allowing them to focus on complex tasks like decision making and strategizing. By automating standard and repetitive HR activities, organizations can reduce the cost and time they spend on manual HR planning and processing— Kissflow, (2018) HR Automation - The Future of Human Resource Process Management. <https://kissflow.com/hr-process/>

THE PRESENT STATUS OF HR

From the times of the conventional monotonous static tactics amidst the corporate, to this day's no break contemporary marathon era with unconventional processes easily automatic, the wheels of evolution and development have revolved at meteoric pace. The gradual involvement of technology over the years has seen itself as a part of even the most minimal tasks of our day to day lives. Even the functions and processes in the corporate world have been no exception to this. Cybernation has transmogrified every sphere of the corporate diaspora by aptly acquainting the respective areas with the artificial intelligence,

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