

ICT and its role in the management and development of human resources

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Abstract :

This study include the impact of information and communication technology in the conduct and development of human resources as the most important factors in the institution of contemporary human resource is the cornerstone of the first advantage of excellence, By knowing the characteristics and the importance of information technologies of the workforce and most important dimensions, in order to know the role of information and communication technologies in the running and development of human resource.

Keywords :

Communication- technology- human resources-impact.



- The problem of Search:

seeking various institutions at the present time to prove its existence and maintenance of its entity, the world is witnessing major changes for the enormous advances in the technology used in the administrative area of the invasion of the world of the so-called the era of globalization there is no doubt that the success of effective human resources and upgrade the level depends on the creation of thousands of response and make them more flexible to keep pace with the times and requirements which the information and communication technology between the new aspects in the world changes.

And to develop human resources of great importance as it is an urgent necessity to cope with modernity in the present world and the invasion of technology various special aspects of the operation, including the adoption of various institutions on this technology, making it adopt modern lifestyle in the administration and was shot by the term information and communication technology, and this is what made these institutions are obliged to human resources development and SOPHISTICATION upgrading in order to achieve the requirements of this type of administration, which it allocates huge budgets for the advancement of the human element and the development of his abilities and skills to be more efficient and effective in order to activate the information and communication technology has emerged to the challenges imposed by the information and communication technology on various organizations is seeking to gain this strategic weapon and its use in different work as human resources development is one of the most important areas of application of information and communication technology as that of the Use of such technology is affected by this human resource with the imposition of the need to design its operations and research on advanced technologies in order to be more fit with technological change.

Human resources are the basic wealth in any productive or service organization, a main production where overshadow its importance to one of the elements of production, so the Department must develop and implement policies to ensure the proper use of them.

In view of the great development in all areas of information technology and cheap prices took various organizations compete in the use of the latest innovations in the administrative area and also helped the emergence of the Internet in making them more influence in the delivery of these services, prompting the current administration to rely on information technology because used helps to simplify procedures and reduce paper less.

1-The definition of information technology:

Technology of terminology is facing a lot of confusion between and interpretation as used by some how a part of the technology while

others see a clear difference between them, and because the term technology to the Greek and means the science or approach to. LOGOS industrial operating means and TECHNO syllables are be one word is the science of industrial operating.(1)

the information which is on data granted credibility and served a specific purpose and data. Placed in the context and the content is clear and specific.(2)

2-The characteristics of the information and communication technology

and the information and communication technology with a range of properties can be identified as follows (3)

- flexibility: there are multiple uses of information and communication technology, multiple users may use the computer after the WASTEFULNESS to type texts or research opportunities or contact or reading or other purposes, therefore, the use of computers varies from person to person and therefore gain information and communication technology and great flexibility in terms of use.

- The speed and low-cost: Two of the most important information and communication technology as Features found large Fast Memory Capacity with low prices annually and this is what makes them in demand in all fields.

- Growth and Development with increasing frequency: As we find that the information and communication technology is witnessing rapid developments of the various components of this growing popularity rate if we take the developments on your computer found several passed.

3-The importance of information technology(4)

As a result of the significant developments that have taken place in many business organizations in terms of its large size and the expansion of economic activities and in subsequent to generate a huge amount of data and the increase the need to use information and communication technology with a view to being able to run

those data and production of information, hence the importance of information and communication technology and its contribution to the strengthening of the elements of the avenue in the competitive advantage of organizations, as the business expands, decreases costs, and verifies the phu rate in the effort, time and flexibility in the modernization and development of the high performance and achieve new revenues and resources of the Organization and improve the speed of response to customers and the continuous improvement of quality.

The composition of the technical base to build knowledge management systems in the organization, and also used the tide come out with consensus recommendations of information and communication technology for the purpose of making the year a Peek Rate the performance of various actors. Operations and functions, the latter which interact through the availability of modern information and communication technologies.

Adopts the most organizations information and communication technology in order to achieve several goals, some of which are as follows :(5)

- Streamlining information and data necessary for the good functioning of the work within the government.
- Provide employees with what they need of accurate information in the implementation sites so as to be able to take sound decisions and appropriate.
- Coordination between the efforts of the workers in the enterprise.
- Transfer the goals and plans of the enterprise to employees of her antiwar efforts outside the institution in order to gain support for their support
- Enabled the supreme command of the delivery of guidance and ideas and characteristics to the workers at the same time.
- Aims to complete the decrease in the rate may have rights and powers

- aimed at information and communication technology to solve the problems facing the f of the response of the workers.

- Aimed at the transfer of information and data from the sender to the consignee in less than a period of time and cost. The greatest accuracy.

4-dimensions of information and communication technology:

- the perceived usefulness of information and communication technology in the organization: (6)

information and communication technologies the most precious resources in the organization, where their use is considered a strategic weapon for the overall result is used many positive results.

1-pros at the management level: the use of information and communication technology and several benefits at the macro level among the benefits at the level of administration, we would mention the following:

a. reduce the reproduction of documents and archives, low transmission costs:

the use of the Internet and various secondary storage means to retain documents electronically without the need for copying and printing, copying and imaging burdens and the possibility of transferring documents electronically long distances reduced the need for written documents.

B. Business Agility: it has helped the use of various information and communication technology, with the speeding up of the exchange of information and send reports electronically, thus reducing the time cost and benefit. Information and events before OBSOLESCENCE

j. establishing a database of employment: that the use of a single, unified source available on various human resources information and helped a lot on the development of human

resources electronically from where continuous learning and training.

D. capacity for planning and forecasting and preparation of alternative scenarios: allow information and communication technology by providing various data on staff mobility, which can be used to predict future 1990-1997 the organization of human resources.

H. give a clear picture of the financial situation of the Organization: between what is contained in the database used in the training and employment of the configuration information for the costs by linking the various existing databases in the organization.

W. closer age come out with consensus recommendations to attract and attract employees: information system helps in attracting and attracting staff in peacekeeping operations information for candidates for posts and identify appropriate candidates for posts and various special information can be retrieved in at any time.

1. The pros on the human resource level 3: (7)

In addition to the perceived benefits at the management level, we find that the information and communication technology several benefits at the level of the most important human resource in the following:

A. increase educational and training opportunities to thousands of staff response: the introduction of information and communication technology to the organization generates the need for the training of human resources and to use them and how to deal with them, leading to increased training opportunities and training to acquire the new Nairobi rate may be needed behind the use of such technologies.

B. provide a congenial and healthy working conditions: the adoption of the human resources on these technologies has allowed to improve working conditions after the painstaking work it

became possible to various acts without leaving the office if the functions outside the country.

J. rapid access to various social services: that linking the various social bodies and pain Racz, such as social security through the Extranet and sending various functions and data on human resources, accelerate access to various services paltry when compared to social security and insurance.(8)

D. career satisfaction: more than a feeling of human resources and job satisfaction and their attachment to the organization and function which they occupy, and this is what they have generated from the pride of the constraining gg the threat posed by the organization of modern information and communication technologies as they find from the La Vallee low in the effort at work.

Second: The perceived ease of use of information and communication technology: Is this easy in several elements, including the communication through the use of computers and the Internet, email, and assisted in the transfer of information and files from one person to another, as well as include the learning process through the provision of lessons and lectures and access to the finest degrees and diplomas.

Thirdly: The information technology infrastructure and communication: that is on the form of the material and non-material where the material in the form of machinery, equipment, tools and any existing physical plant itself written documents and technical reports of confidentiality, patents registered relations which cannot be exploited only report from supplying owner information and data pertaining to the installation of the machines and models of operating the machines.

The non-material form, it is the technical knowledge and skill which reflect on a group of knowledge held by the enterprise, which enables it to carry out all its work in order to achieve the desired objectives.

5. The development of human resource information and knowledge:

it is the development of information and knowledge among human resource by :(9)

- know the organization and its policies and objectives. .
- information on procedures and the organization's plans and systems of the Organization.
 - ✓ information about plans for the organization and the problems of their implementation.
 - ✓ technical knowledge and production techniques and tools.
 - ✓ knowledge basic administrative functions and methods of leadership and supervision.
 - ✓ information on the organization's products and markets

limited their effectiveness and affected negatively the human resource and management alike.

Conclusion :

The use of information and communication technology in the conduct of human resources is the inevitable result of technology developments in the present era must therefore keep pace with this growing popularity of these saw through the introduction of information and communication technologies on various functions by focusing on the human resources management function, which is to play a role in the development of information and communication policy within the institution and access to the experiences of the institutions that have been successful in this area and in the human resources development process taking into account the surrounding circumstances.

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