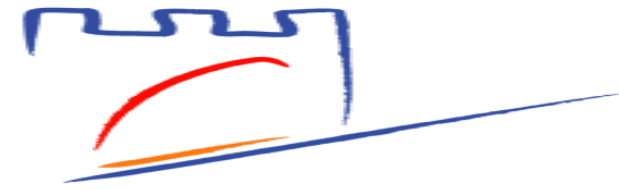




جامعة الحسن الأول
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The effects of ICTs on the human resources function

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DEFINITION

"Information and communication technologies refer to a set of technologies based on computing, microelectronics, telecommunications (especially networks), multimedia and audiovisual, which, when combined and interconnected, make it possible to search, store, process and transmit information in the form of various types of data" Basque, 2006

« A set of all technologies ensuring the communication, transmission, storage, creation, sharing or exchange of information " Beheton (2010)

« The set of technologies that make it possible to communicate or exchange information with others" Anderson (2010),



The "triple impact" of ICTs on HRM

Operational and relational impact :

With the implementation of HRIS human resources information systems, Marier (1992) estimates that the latter will make it possible to produce the following effects:

- Increase productivity by eliminating many of the cumbersome, routine or repetitive administrative tasks that are the responsibility of the staff assigned to update employee records ;
- Improve efficiency by helping managers make more informed decisions based on specific business needs or objectives ;
- Establish a control and measurement mechanism by evaluating the evolution of personnel within the company in order to draw up a social balance sheet of the company ;
- Facilitate the projection of different scenarios concerning human resources, thus allowing the integration of human resources planning with the company's strategic planning.

The transformational impact

An HRIS must be able to provide decision-makers with valuable assistance in formalizing corporate strategies. Petit et al (1993) define strategic management as: "the process of developing and implementing the appropriate means to achieve a company's objectives and mission in an environment that is difficult to predict and highly competitive".

Thanks to the deployment of technology, the role of the HRD becomes essential in the restitution of relevant and clear information for the achievement of strategic objectives. Hence the need to take the organization's needs into account when implementing such a system.