

DIGITALIZATION OF HUMAN RESOURCES

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Annotation: Digitalization of Human Resources: From Traditional Approaches to Modern Technologies
The process of digitalizing human resources management covers many areas of HR and, when successfully implemented, can significantly improve an organization's overall efficiency. By applying modern technologies, organizations can not only manage their resources effectively but also ensure the development of their employees.

Keywords: Key Components of Digitalization, Benefits of Digitalization, Challenges in the Digitalization Process, Future Directions of Digitalization.

Human Resources Digitization (HR Digitization)

The process of human resources digitization refers to transferring an organization's human resources (HR) activities to digital platforms. The main goal of this process is to improve the efficiency of the HR department, enhance data management, and automate employee-related operations. Human resources digitization is the process through which organizations and companies apply digital technologies and systems to manage human resources, work with the workforce within the organization, and optimize resources. This process helps to automate workflows, analyze data, and improve management in order to achieve these objectives.

The key aspects of human resources digitization are as follows:

- Databases: Instead of traditional paper documents, data is stored in digital databases, ensuring quick access to information.

-Cloud Services: By storing data on cloud platforms, access to it can be obtained from anywhere in the world.

-Employee Relations:Emails and Messengers: To establish quick and efficient communication with employees.

Intranet and Company Portals: To manage internal information flow and provide employees with necessary information promptly. -

Recruitment and Talent Management:

Online Applications: Automates the recruitment process, enabling the submission of job applications and the analysis of resumes.

Talent Management System (TMS): Used to track employee skills and achievements.

-Training and Development

E-Learning Platforms: Online courses and training programs for employee education and development.

Learning Management System (LMS): Used to manage the learning process and analyze the results.

-Payroll and Financial Reporting:

Payroll Systems: Automates the payroll calculation process.

Financial Software: Used to prepare and manage financial reports.

2. Benefits of Digitalization.

Efficiency and Speed: The ability to process and manage data quickly.

Accurate and Secure Data Storage: Preventing data loss or corruption through digital storage systems.

Efficient Use of Resources: Reduced use of paper documents and optimization of office space.

Advanced Analytics Capabilities: Analyzing digital data and using it for strategic decision-making.

3. Challenges in the Digitalization Process.

Technological Infrastructure: The need to build the necessary technological infrastructure to support the digitalization process.

Employee Training: Training and adapting employees to use new technologies.

Security Issues: Ensuring cybersecurity and data confidentiality.

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Artificial Intelligence and Machine Learning: Utilizing AI and ML technologies in human resources management to analyze and predict employee performance. Blockchain Technology: Ensuring transparency and security in managing payroll and contracts.

IoT (Internet of Things): Monitoring and optimizing employee performance through connected devices.

Conclusion: The digitalization process covers many areas of human resources management, and successfully implementing this process significantly enhances the overall efficiency of the organization. By applying modern technologies, organizations can not only manage their resources effectively but also ensure the development of their employees.

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