

IT FACTORS AFFECTING HRM PRACTICES IN PAKISTAN, HUMAN RESOURCES DEPARTMENT

BY

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Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
01	17/03/21	Sir's cubicle	Discussion about variables, conceptual framework	<i>Affan Khan</i>
02	25/10/21	Sir's cubicle	Discussion related questionare	<i>Affan Khan</i>
03	03/12/21	Sir's cubicle	Discussion related result analysis via SPSS	<i>Affan Khan</i>

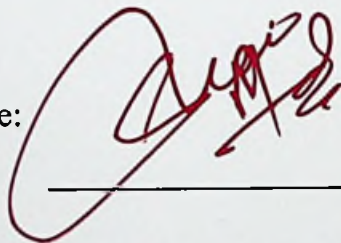
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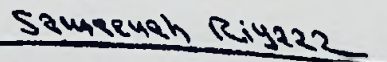
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Abstract

Purpose:

The purpose and aim of this research is to find out or to investigate the affect or footprints of independent variables (Management Information System, IT infrastructure, Digitalization and Artificial Intelligence) on to the HRM practices in Human Resource Department.

Methodology & Design

The research model selected is explanatory. Research was done and carried out by using the questionnaires. Basically the questionnaire was floated among the employees within the Human Resource Department. Around 300 respondents responded to the floated questionnaire.

Findings

A superior thoughtful and findings was obtained about the factors that leaves footprint on to the HRM Practices. While focusing on to the research, there is an optimistic, considerable and significant effects of independent variables on to the HRM practices.

Limitations

This research was not able to experience other IT factors that can also impacts on to the HRM practices. However, there are many other factors that impacts and necessary to be analyzed as well. Here, we are doing research within the Human Resource Department only.

Recommendations

Every organization must adopt IT factors because it is becoming essential due to evolving needs, customer preferences, and never ending competition.

Keywords

Management Information System (MIS), IT Infrastructure, Digitalization, Artificial Intelligence (AI).

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LIST OF ABBREVIATIONS

Abbreviation	Full Form
MIS	Management Information System
IT	Information Technology
AI	Artificial Intelligence
HRIS	Human resource Information System