

A Study and Evaluation of HRM/IT Alignment in Small and Medium Enterprises (SMES) and Organizations in Malaysia

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ABSTRACT

Nowadays, it does not matter how large or small the business or the organization is, the human resource department always will be one of the most important departments in the business. It is the first department in the organizations to deal with the employee when employed and the last to settle with, when an employee quits, retires or is terminated.

The main goal of the human resource management is to focus on the administration of employees, the employee recruitment and the employee training programs. The human resource department also will have to come and introduce new techniques for the business to implement new strategies, to figure out the business concept and the trade mechanism. To properly run the human resource management there are certain policies that organizations imposes on the HR department and the HR must follow those policies in deploying the management strategies.

With the great development and advancement in the technologies, and with the computerization of most of the organizations departments, the author finds that the HRM is the least computerized among these departments. The author believes that the HRM concept in total shall be a full information system.

The sole purpose of conducting this research to fan-out the HRM tools used in our present time, HRM software development industry and the techniques that could improve the HRM in the organization.

The author believes that the HRM shall be categorized as an IT field as much as a business field and a good alignment between both these fields will lead any organization to their zenith.