Connecting the Dots: Internet of Things and Human Resource Management

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Abstract: With every organization increasingly becoming technology-obsessed to effectively manage business operations, HR leaders have no choice but to acclimatize to innovations in processes like recruitment, benefits management and payroll. One fascinating topic that is garnering loads of media attention these days is the so-called “Internet of Things” (IoT). Today, “The Internet of Things” (IoT) is becoming an increasingly delightful topic of discussion in the workplace and outside of it. Indisputably, the growth and expansion in technology has considerably enhanced the way we lead our lifestyle. Practically, in all the areas of life, technology has made its remarkable impact including different modes of communication using various types of electronic gadgets like laptops, mobile phones, tablets, smart phones etc. Today, it is a reality that gadgets and domestic appliances can be connected to the internet and invariably send and/or receive information from/to your smartphone and this scenario is just a preamble to an infinitely connected world in the near future. However, it is a known fact that people spend most of their time in doing office work and as such, it is high time to know how the world of Internet of Things (IoT) will change the workplace environment in future and to understand how it is already showing the signs of the impacting the way businesses are run today. From the progression of the mobile job seeker, to embedding microchips to manage employees, the growing nature of Internet of Things (IoT) appears to impact the way human resources work in organizations’ and also the way organizations run their business operations.

Keywords: Internet of Things (IoT), Technology, Workplace, HR Leaders, Human Resource Management

I. Introduction
In recent years, the internet of things or ‘IoT’ has become an extremely admirable catchword among any person who is interested in technology including consumer and organization. Undeniably technology plays an essential role in altering every single aspect of our lives, and is feasibly considered to be the greatest influential driver for workplace change because of its impact on work itself. The Internet of Things is all set to transform not only life at home but also human resource management in the workplace. Internet of Things will help organizations to save time and resources through connected or ‘smart’ devices and will lead to effective human resource management in the organization thereby creating new opportunities for growth. The rapid change in the evolution of technology, coupled with its faster adoption, instantaneous access to data and anywhere, anytime connectivity to gadgets like smart phones, mobile phones, laptops using internet resources, decreased cost of broadband connectivity, work from home options through connected devices are the things which either directly or indirectly influence organizations to rethink the way they manage their human resources to efficiently run their business operations thus compelling to continuously leap frog to swiftly adapt to the Internet of Things. Internet of Things can very well act as a catalyst for distinctive enhancements in managing the human resources thereby enabling organizations to reduce cost or to save time in the production of goods and/or services to their customers.

II. What is Internet of Things (IOT)?
According to Wikipedia, “The Internet of things (IoT) is the internetworking of physical devices, vehicles (also referred to as “connected devices” and “smart devices”), buildings and other items – embedded with electronics, software, sensors, actuators and network connectivity that enable these objects to collect and exchange data”.

III. Internet of Things and Workplace
Today, the way we communicate, utilize products or services and the way we lead our personal lives are transformed by the explosion of smartphones, tablets and Internet of Things (IoT) devices. The very nature of workplace is changed by the collective usage of smart phones and cloud-based applications which help an