Mobile technology: A revolutionary solution in the human Resources management

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Abstract— the human resources management benefited from technological applications in more than a way, furthermore mobile applications automate workflow, it is also the origin of an automation based on the Web, in this article mobile technologies are now representing a major competitive challenge in the management of human resources This study is the last series of research reports in mobile courses that offers Ideas and advices on maintaining competitiveness in face of greater competition in the market and technological rupture, in the middle of the study there is an investigation on the impact of mobile telephony opened during the following five years.

Keywords: mobile applications, workflow, advancements, effectiveness, combinative, productivity.

I.   INTRODUCTION:

Mobile applications are recent especially that models of this type were introduced into organizations .There are no scientific studies that could clarify to us the real rate of use concerning this technology on a global scale.

An example that could encourage us to defend this point is what the monitoring of mobile apps does for maintenance. Important results were achieved for the management of workflow and when you make improvements on workflow you will be by definition improving the methods of management of the human resources. The management of workflow and the management of people are concepts in overlapping, in this article we are going to examine the how and the why concerning these two concepts in relation.

A. THE MANAGEMENT OF WORKFLOW:

We notice that we have strategies and procedures to support day by day the operations related to affaires well marked from the recording and releasing of data until the cover of all task of the maintenance and the inventory control… Especially the term workflow which refers to tasks, tools, and the update of qualities required to complete each procedure. From time to time, we note that the approaches are fixed or authorized by the properties of the brand .We notice that sometimes the principles were developed by the local owner or the manager and are bounded to the organizational structure. Also it is possible that the approaches represent a mixture of the two models.

Without worrying which of these two systems is inpractical action, it will contain by nature a large volume of the data in the form of films, models, and reports. This disturbing content of information can be disorganized, undergone a high probability of confusion, and thus became a brake to the advancements of its exploitations.

The cause of this problem returns to the fact that most of the organizations remain in optic to the use of workflow they do, and in the time when paper was the only accepted mean to contain or justify written communication. Today, the control contains at least four stages which start from manually filling a form until entering the data in the database in order to produce a connection to visualise and manage the recorded information and team members.

By similarity, the starting of maintenance requiresseveral stages which start initially with the draftingof a report of the prob lem and which continues with the editing of a repair plug, resolution of the problem, the closing of the plug mentioned, resolution, the entering of data, the writing of the report, and finally the revision of the annual report.

For the employees, the result is a painful load of work, because of lost papers, outdated deadlines, erroneous or incorrect information and a long period of realization.

With regards to the customer .This is understood by a critical level of insufficiency In effectiveness, which reduces their fidelity, the return visits and their rate of satisfaction.

This started to change with the air of distributed data, which is named by the advancement on the database, which minimizes the use of paper, but without eliminating it.

Nowadays, we exploit the power of the computing mobile even better with its applications for mobile technologies. We notice what is compared to "automation of the workflow", which means the increased reduction of the requirement in the use of paper.

Mobile applications installed on smart phones, or mobile or portable devices represent a structure capable of functioning in a combinative way. There for they will be able to make management tools.

Employees use mobile application to enter data instead of writing on paper. This gives them the advantage of being able to ad photos to mobile, by using predesigned forms in costumed measures.
This information could be transmitted in a real time through the corporate network, then available for human resources authorized to reach it. By using the mobile applications, an observation of control's room understands a stage.

The data entry to a peripheral mobile, and then all desired recipients receive the report immediately, consequently they can examine and meet the need at their desired rhythm.

With mobile applications, a repair of a part is as quite easy as because we will be able to have at the same time the same amount of time and an announced problem and generation of an invoice of repair in only one stage. But after that the generation of the invoice will be closed in the second and last page. Once again, the recipients will receive the report immediately and will be able to examine and meet the need at their own rhythm.

The frequency of the inspection regularly increased approximately 300 per month when the mobile applications were introduced with more than 1,000 per month only nine months later .these results represent measurable profits in effectiveness of the employees, the productivity of the employees and the total performance of the company.

They underline on which level the mobile applications activated to quickly move towards a level of performance 'the best practices'.

Another advantage the human resources include is that they provide a verifiable version of the 'truth'-in knowing exactly which function we executed, when, and by whom. This can be particularly important to conform to a certain regulatory requirements or insurance. In settlement of disputes or treating with a manpower-union, another mobile application is being developed by means of a system of management of stocks easy to use for the ministries heaviness of articles in stock such as plates, argie and dishes of service.

In éliminantle tumble of the reports on paper andby rationalizing the tasks which are banal orrepetitive, the reward for the o wners is a work   environment which is more   creative and more   satisfactory for the employees and, finally, more accessible for the customers.

B. STAFF MANAGEMENT:

The mobile applications will never replace the side of 'human resources' .The supervisors must still discuss a certain number of questions with employees .but mobile application certainly changed the process in a spectacular way and for the best. Just like mobile application automates the workflow, they are also the origin of an automation base on the web by manpower. For example, some of the most popular advantages of mobile technology for human resources understands:

The tracking time spent on jobs data to determine the value received in relation to the resources invested.
- ➢ Centralisations hold practice files for staff questions. Energy reviews of performance to question health insurance at run times, or special allowance, the ultimate reward of mobile applications for the owner is thus at the same time simple and important.
- ➢ They make it easier for you to attract and preserve employees and customers.

C. THE REVOLUTION IN THE TECHNOLOGY OF THE MANAGEMENT OF THE HUMAN CAPITAL:
The human capital will continue to be the largest investment of the organizations for the years to come. And if it is productive it will be one of its most invaluable differentiation and assets ,it also continue to be classified in priority by chiefs of all industries, we make sure that the organizations which benefit from technology innovating now available for management from the human capital (HCM) will gain a competitive advantage. The supplier have to concentrate in advance on the suppliers will have more to concentrate on the new generation of technologies, in particular those mobile, the social media, the collaboration of the company, the bulky data and of the analyses, of which some evolved starting from the consumables. To attract and retain the suppliers of talents answer the requirement of the company to more fully urge labor, and these technical capabilities of supply required by the labor of today. Our reference retrieval continues to find a shift between the adoptions of technology for the management of the human capital and the challenges of the transition to use the innovating projections.

This research will help the professionals of HR, frameworks and leaders to understand how to solve the problems of human capital so that they can reach a maximum competitiveness while applying the best practices to the practical problems of human resources, our practice of the management of the human capital covers three principal fields:

The role of technologies of mobile and social collaboration in the transformation of the activities in the job market?
How can the organizations optimize the activities of human resources thanks to a better use of technology?

And how the organizations can implement changes in the management of the human capital? In the first field, I will evaluate how social collaboration can help more effectively to engage the managers and the workers through the organization. We also will effective performance, to support this orientation; we will begin the year by carrying out reference retrievals on the social training, including the way in which the organizations use these techniques and technologies and the challenges with which they are confronted. Thanks to our reference retrieval supplemented on social collaboration and HCM, we will study the social platforms which evolve to serve several important basic processes in management of the human capital.

Moreover, we will study how mobile technologies and social change the processes of management of the talents of the organizations as those which operate on Smart phones and the shelves, maintaining the workers want in real time, of the relevant tools which they already use in other fields, we see our social collaboration and research of the management of the human capital that the organizations took first measures in this change, with more half (58%) having opened social media and of measurements of setting in network, in second half of the year, we will further explore this trend in the reference retrieval on the management of the performance. For the second field we will concentrate over 2015is knowledge how the managers and the workers can better uses the organizations of technology in order to optimize their linked activities with human resources.

During the last decade new technologies helped the organizations to rationalize or reinvent many processes for human resources, as examples, the process of recruitment acquired new dimensions with the social media, while mobile technologies make it possible to the employees to reach information such as their profile of human resources without being at the office, the organizations invested much in these fields during last years, we will search the cases in which these investments are profitable.
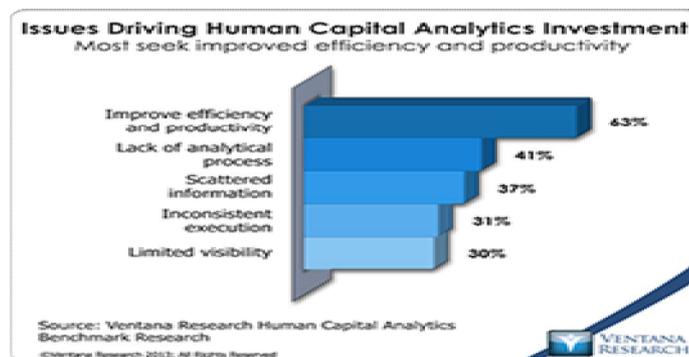

Being based on our reference retrieval on the analysis of the human capital of next generation, we will concentrate on impacts analysis through the spectrum of the processes of human resources to improve the capital of the human output within the organization, this research shows that the improvement of the effectiveness and the productivity are in critical condition for about of two thirds of the organizations, in our research, we will introduce the index of value which evaluates the next generation of the human capital offering of the analysis software which determinant which is the best choice for the needs.

Another significant development in the analysis of the management of the human capital is the introduction of the predictive analysis, a technology that in this field the organizations to plan their future needs for labor at the same time for short-term planning and manpower planning world in the long run. This year one will launch new reference retrieval on manpower planning in order to evaluate the best practices and the models of adoption of the organizations as well as the maturity of the current offers of the market. In our research on the analysis of the human capital, we noted a growth in the adoption of the tools for analysis of the human capital dedicated. More and more these products offer the predictive analysis, of which more half of the guarantors (54%) in research, declared is important.

Another innovation of process HCM we will make research in 2015 is the task and of the activity of follow-up, for several years, that has been proposed in certain products of management of labor, with an activity of follow-up in the applications of planning and the attendance time, we identified this need growing in our next generation for reference of the management of labor and part of the recent release of the index of value of the management of labor I have just summarized, maintaining this functionality is included more and more in the broader platforms of social HCM, which allows the employees and the managers to follow the individual objectives in a more effective way.

The third field that we will approach for this year is knowledge how the organizations can implement changes in the management of the human capital. As the organizations continue to adopt technologies of next generation and the processes for human resources core of reingeniery, the change is inevitable, pour beaucoup the challenge will implement technology beyond the capacity it implies also people and the processes of adjustment to the capacities of new technology brought.

The model of reference retrieval its index of maturity are conceived to identify the problems at the people, the processes, information and technology and their interconnections, we expect many organizations to update their processes, their broader efforts of management of the talents, and with the provisions of the mandate of the employer are on the point of coming into effect to the beginning of the year next, it will be probably even more than one hearth because of many organizations will have to update their processes HR, information and technology capacities to conform to the law.

Source: Ventana Research Optimizing Payroll Management Benchmark Research
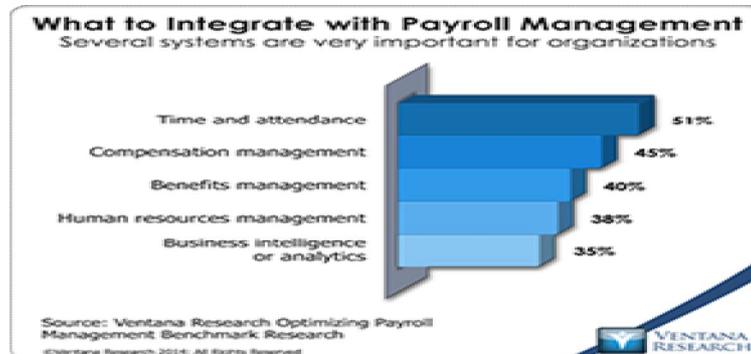
There Is still much work to make in other fields of the management of human resources, in our last reference retrieval on the management of total remuneration and its integration with the management of the talents more half (52%) of the organizations did not have plans aimingat integrating their systems of remuneration and of management of the talents, we also determined a new study on the management of the pay and the current level of the effectiveness but also which finds the management of compensation a system essential to integrate in 45 percent of the organizations, we will reconsider this zone with an index of value updated on the management of remuneration for to help to examine the last projections in the products, we also will examine where basic technologies and of the next generation for human resources help to transform, new technologies of management can apply them in a manner which gives results of business, that will require more in-depth partnership with the company and the organization of finances to justify and help to finance the investments, the social media and by the mobile applications within the processes of management of the human capital specific can increase the commitment and the range, moreover the investments less praised, but quite as invaluable for the integration of the basic processes, the pay and the management of the talents will allow to improve the quality and the visibility of information, on the other hand the organizations which choose to remain with old technologies and the processes can be less competitive because they do not have access to information and the tools of which they need to attract and retain a labor of top quality, the projections in the cloud computing facilitated the speed of deployment of new applications and to go down from exceeded technologies and to answer the new generation of the needs for the management of the human capital, here we will provide a résuméde our principal observations of the world investigation, we also make sights on the available data via the tool of instrument panel «Capital Trends Deloitte " for the human stock management.

Based on a very targeted investigation senior officers of the American moving sector, this study offers an outline and advices on the maintenance of competitiveness vis-a-vis the increased competition of the market and technological rupture, with the arrival of the era 4G and very, mobility is apparently everywhere, and with increasing omnipresence it is face-to-face with a set of single challenges for the organizations on the occasion of the vague mobile.

This study is the last series of research reports in progress mobile which offer ideas and advices on the maintenance of competitiveness vis-a-vis the increased competition of the market and technological rupture, in the middle of the study is an investigation into the impact of mobile telephony open during three to five next years. The tackled questions understand the transformation of planning, the preparation and the total process of formulation of the strategy in the organizations with technological vocation mobile, of today the investigation takes the pulse of the organizations in the pangs of the transition starting from models from business closed to a more open and collaborative approach from competition in the mobile era 4G.

The titles of this year reflect the urgent need for the holders to make safe the viable ways with the growth or risk to be marginalized by a growing army of new entrants resulting from mobile industries nontraditional, for this purpose, the majority of our guarantors to the survey believe that the competitiveness of the carriers of network in the era 4G will depend on the acceleration of the transition between old, narrowly controlled past with an approach more distributed to the development of the model of business, it requires a change of mentality far from the "old woman without wire" the days of fracture, to conquer and to protect are disappearing and that those which are rather nimble to change will survive.

II. CONCLUSION:

According to all that we said before in this article, we can conclude that mobile technologies currently represent a major challenge competing for the exploitation and development in order to be used the needs for human resources in terms as facilitation and coordination of the tasks and functions, in order to return mobile technology a formidable tool bringing more flexibility and flexibility for the human stock management in an organization. New current research tends to widen the field of mobile applications to cover the majority of the activities for the life an agent human resources which refers to an organization, or even still to carry out urgent administrative offices starting from a shelf and to send it on the professional network of the organization.

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