Disrupting Human Resource Development by Digital Literacy

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[Abstract]

This academic writing will be represented about the importance of human resource development in the digital era when the belief were in the concept based on talent and ideas rather than capital that have become to the key factors affecting the growth of most large enterprises. It always drives individual, business and society forward, propelling them towards achieving company vision and sustainable development goals. Most of all serves as an additional issue to be considered, supplementing fundamental topic such as workforce planning commensurate to business' growth, increasing work capacity to maximize employment value. Based on the increasing level of competition, the use of technology in doing business has increased. The important thing makes quality of human resource that believes that good development of human resource ensures productive synergies in the workplace, lifts social bonding and working spirit, looks for environments that espouse this mindset, allows for creative work and retains personnel with the organization which in turn moves an organization and its personnel and serving as a factor inaugurating in Thailand company.

Keywords: Disrupting, Human resource development, Digital Literacy

Introduction

The company is mainly composed of its employees, customers, and products. Human Resources are the key to the successful digitalization of companies. With the rise of AI which will be disrupting Human Resource to do most routine tasks will be done by robots or AI. Blue collar workers have faced this transformation first, and now office roles that are routine or add less value to customers are under the greatest threat of automation. Then administrative, office, finance, and accounting functions expect the highest headcount decrease in the next two years because of new technologies. Today in the changing world, human strengths that help people augment machines and stand out in the digital age are soft skills that the best blend of high-tech and high-touch will be a combination of core human strengths with technical and digital know-how. More than half of the companies say communication skills, written and verbal, are their most valued soft skill followed by collaboration and problem-solving. The good news is that, as companies go digital, in the near-term most will need more people, not fewer. Human resource development has the same goal which makes better employees. The purpose of human resource development is to provide the facilitators needed to strengthen and grow the knowledge, skills, and abilities that an employee already has. The development target and training is to make employees even better at what they do. Moreover, human resources development usually begins as soon as an employee is hired and continues throughout that employee's tenure with the organization. Human resource development tools including on the job training that refers to learning the aspects of a job while one is doing the job. An employee may know the basics of what the job requires, but specifics like which forms to use, where materials are stored, and how to access the computer systems may require on-the-job training. or job shadowing that similar in that the employee watches another employee do the job in order to develop the proper skills, textbook or online education, growth opportunities, and compliance training. Many organizations invest heavily in providing training and development to their employees in order to increase their knowledge and skills by taking additional training and development courses in order to be seen as experts in company targets. Organizations often offer their members options to

increase their development and many have specific certifications that must be obtained through extensive training and development.

Human resource development Concepts

Human resource development is mainly aimed at human development for human capital and organization to be successful together. The main connection of human resources development is learning and performance of individuals and organizations for Human resource development became known in academic circles by Nadler since 1960 (Nadler & Nadler.. ,1990 : 56.) with the focus of the individual development before expanding to a group of people and organizations. Human capital development is the new term when compared to the practice for a long time can be traced back to the beginning of human evolution. A major evolution occurred in the USA during the World War 2 as the origin of human resource development under the present named ''Training in the industry'' (Richard A.Swanson and Elwood F. Holton, 2002:.13).The development is systematic training in order to improve performance, improving work process and improving human relations in the workplace that is the contemporary of human resource development. The evolution of human capital development will be based on the economics and social conditions because humans have adapted to survive so they need to work together and to do the division of work. That is the source of the trainer to each other. This starts imitation to be learning. The development of human resources was an activity to focus on the center of the development of human life in all its dimensions. (Joseph L. Gastwirth and Craig, 1998: 29) that learnt about the changes through learning both individuals and groups within the organization.(Chalofsky and Lincoln , 1983 : 89) which consisted of projects and activities to be held both directly and indirectly in order to increase the productivity and the profitability of the individual and the organization.(R. Smith , 1998 : p.65) then the development of human resources was a process for learning, adding to portfolio and changes in human through the activities, initiatives and events management both official and unofficial in order to optimize the potential of people including well equipped to cope with change and adaptation (Gilley, Eggland, And Maycunich, 1956 : 14) with the process of development

and unleashed talent to create a system and a process such as a group process, operation of the system and performance of each person effectively. (Richard Swanson and Edward Holton, 2009: .45)

All above told that Human resource development was both the individual and organizational levels were the educational approach that is Means and is the range of human life in the journey towards the final goal that is End which is the study of knowledge related. Whether it's learning the concepts and process activity patterns and method and other issues related. It has been used in the past for a long time and begins to focus seriously and used around the year in 1968 and later in 1970. It has been used more like a sequence. Human resource development is a term referring to the fashion of executive officers continued. Agencies involved in the development of human resources has been established officially in both national and international organizations such as Human resources institute in Thammasat University, Human resources and planning Division Economic and Social Development Board, the national economic and social development plan and the national issued no. 6 (2530-2534 BC) have stressed the importance of human resources.

Many people see that technology changed and human resources will support a new technology that needed to compete and expanding international trade. For that reason, there are to review the concept of human resource development should be started now as how to make the process work, how to choose, who will act, who is responsible for that policy to be transformed into action and what are some ways to achieve quick results. It is the challenge because a labor is typically a function of not less than 40 years of global economics changed. Changing in technology and knowledge makes skills of the human resources that are quickly outdated. It requires training in order to have the knowledge, skills and expertise more every year, so the government, business and educational institutions have to play the role and to participate in the human resource development. As a result, that has been continuous training issues to be effective practices.

The process of human resource development

The human resource development activities such as orientation, education, training that the details as followings;

      Orientation is activities to introduce the organization's personnel to perform the new job to acquaint a project, supervisors and colleagues to help people can adapt new tasks and operational personnel in the organization. The information needs to perform their jobs. And the attitudes, values and behavior patterns base on the expectations of the organization.

      Education is the development of human resources for the future by preparing personnel for non-current or promoted staff in a short term and a long term. The purpose of that organization depends on investment in education to personnel may not return to the organization and investment may be wasted. Due to the position changes and crises, that may occur in the future. The importance of developing human resources by providing education, it is planned to a manpower that is Work for planning, prepared in the future to provide a career planning to rotate personnel to serve in the future for preparing replacement of personnel transfers may conclude that the development of human resources by providing education for personnel have learned to focus on the future.The study relates to professional development and is initiated by a person.It consists of the necessary background work, remedial education, qualifying education and continuing education. The human resource development through education could be achieved by promoting and encouraging for learning more personnel from the education system and non-formal education and informal education.The organization will provide opportunities to develop human resources through education much that based on the policy objectives and vision of each organization. However, the development of human resources through education must be consistent with policy objectives, strategies, goals, mission and vision of the organization. It will allow the development of human resources through education of benefits to the organization.

      Training is just one method of developing human resources. A method works for the general development of some stressed people to get used to new knowledge. The ability to perform real experiments and

the training of personnel includes the ability to leverage the knowledge in management. The ability to solves problems and responsibility so that staff can work with specialized and diverse is ready to develop best practices to create new works for the organization even more. It is a systematic process to change the behavior and attitude of the personnel to be able to perform better. Leading increased productivity and contributes to success by achieving the goals of the organization. In addition, the training also is enhancing the skills of workers to optimize solutions (Guruprasad Madhavan,Barbara Oakley,Luis Kun, 2008 : p.34) as well as the development of human resources to meet the needs of the organization in now and in the future.

All of human resource development activities focus on the preparation and creates opportunities for human resource professional is a position that a person works through life. Individual careers are held due to satisfy themselves. Working one at a time is to meet these demands. In the era of digital, the practice aims to provide comprehensive role within their offices to the past to contact the agency is increasingly important. Human resource department should have a broader perspective and have the influence of the practice information. The technology of foreign cultural organizations will have an impact on the performance of your duties very seriously.

Disrupting Human Resource Development by Digital Literacy

With the digital era underway, nonprofit, government, and private organizations seek to adapt to an ever-changing professional environment. Within these organizations, human resources face particular challenges. Their role, human resources management, includes the hiring of new employees, the administration of benefits, and the monitoring of regulatory compliance. To best prepare themselves for the changing face of human resources management, HR departments must rise to the challenges of retaining and building a talented workforce such as components of motivation **,** the 12 cornerstones for building hope and trust in an organization **,** fun and motivation , clear the path to employee performance **,** inspiring motivated teamwork **,** employees development : the challenge **,** cultural changes and new values , personal quality improvement , talent management , positive practices and coping strategies , the star performance model and self-management.

The Company should be realized the importance of this matter and has plans to boost talent and develop capacity for employees at all level to become "good and able". The Company places human resource development at the heart of the Company's strategic mission. It is hoped that the outcome will reflect better relationships between employees and the Company and decrease turnover rates. With the determination, the Company noted several elements in the consideration of human resource development for vision, mission, and objectives of the organization, including human resource management policies, business strategy of the company, Employees having the readiness and competency set, such as leadership, necessary working skills, and necessary skills for the future.

The above elements combined with the Company's policies on the treatment of laborers, employees at all levels are given the opportunity to develop and progress in the careers. The Company therefore developed operational frameworks for the human resource development, which can be categorized into assisting in the preparation before induction an employee, develop a capacity of employees and evaluation and retain knowledge, crystalize experience to last. The Company operations to give employees at all levels the opportunity to access the development of knowledge, skills, and the chance at equal career progression. These curricula are reflected in the annual human resource development plan so that all employees can have the chance to mature their knowledge and skills that are essential to their position and profession, consistent with the Competency Based approach.

Furthermore, the Company is determined to help foster good and talented citizens by caring and supporting employees since day one of work through the On-boarding program for new employees. The program aids employees in the adjustment to the organizational culture and building a social bond with the Company. The Productivity Improvement (PI) project aims to foster a suitable working environment to boost productivity by opening avenues for all employees to raise proposals and use their capabilities to improve the nature of work for better outcomes. Employees are also able to develop new innovations and ways to improve work for employees and organize competitions to select the finest of these. This helps stimulate constant

improvement their global counterparts, lack the necessary mix of soft skills and hard/technical skills that help them stay employable.

Importantly, the ability to learn is a required skill in nowadays because the world of work is changing continuously and the life cycles of skills are shorter than ever. Therefore employers should focus on soft skills training as core human strengths together with technical and digital know how for their human resources. The workforce, on the other hand, should be ready to accept any opportunities of re-skilling or up-skilling at work or should themselves find suitable training courses to pursue. The future of the world of work will be very positive, especially in the ASEAN Economic Community (AEC). From 2018 onwards, when members of the AEC gradually give the workforce more opportunities to find work freely within the region, the jobs competition will become hotter. At that time those who have the appropriate skill sets to adapt to the new working environment will call the shots. It can be said that skills will become a new currency in the Human Age.

Conclusion

The purpose of the development is causing environmental organization effectively in the digital era. The details are as follows.

1. Equity

Human is a strategic asset that organizations must create an environment of respects, trust and a sense of belonging. Human resource development seeks to develop all employees which it is regardless of skin color, class, creed, religion, language, race and culture. The human resources must ensure that the organizational culture focused on achievement and providing equal opportunities to all employees on planning and professional development and career management upgrading of awards. Training and development quality of work Life is to promote the professional such things require meaningful relationships through an opening system to support and there is interaction.

2. Employability

In the highly competitive business in the present, organizations cut the cost down by their own employees to quit their jobs with retirement plans on a voluntary basis. The ability of work refers the ability of individual skills to work on his own, so human resource development must enhance employees' performance and continue to keep the motivation to join and maintained and gave him the job. Human resource development should also provide a reasonable opportunity for the training of young people who are looking for work for the first time and the unemployed people.

3. Adaptability or Competitiveness

Human resource development helps employers to adopt the changing in the organization continuously. Thus, the training is to do continuously and to upgrade their skills and professional skills of new employees is paramount for the development of human resources. It would cause greater employees to satisfy and improve decision in the organization. Specific goals are to work for the development of human resources in the organization to be successful which leaders within the organization should be involved in the development of human resources to influencing change. The organizational culture of assessment and comprehensive diversity policy says plainly to show leadership and to eliminate all forms of oppression. The result is the promotion of productivity, profitability and market response by the organization and the labor movement. This is the goal of human resources development in training leadership. To ensure the number of person has the basis on the experience with the industry. The staff and employees who are specialists in the management and supervision are adequate to contribute to organizational effectiveness. The various encouragements in the workforce can help to promote an environment that has contributed to the development of human resource Developing a systems. Employees want to be part of the organization that they trust. Whether they are from the original culture or anything, they are like their leadership. That is to need the participated profits and to be the movement labors.

Developing a system of human resource development gives employees to receive equal opportunities in widening in the organization of work and talent. This will enhance productivity and quality. Organizations should ensure the responsibility for the results obtained from the bottom so that employees can develop a sense of independence and self-confidence. Employees must have confidence in the work of personnel management. Policies must be fair in order to promote growth and personal development. It should extend and elaborate task for employees work to promote the team and to provide opportunities for them to learn new skills and variety. It ensures that the integration of human resources into the business make employees show special skills for training to gain experiences and to learn the right things for the goals of human resource development are Learning Organization for prepare employees with new skills by the process performed continuously. This will lead to the benefits of human resource development such as the organization can use the potential of the individual to make the most with the environment and development opportunities by promoting and rewarding them for something new and creative. Performance can be improved in people at any point of time and the organization must support and promote performance. The developing human resources in the quality of working life through a high chance of a career mean job satisfaction and professional development. This philosophy focuses on human well-being and the growth of the organization. The human resource development policy focuses on relationships that are the center. The degree of the relationship under development is life, it is not just eight hours a day, so if employees perceive the environment to cause growth. It would have responded in a positive way by the inspired pairing of the individual needs of the organization. The development process requires planning and goes to continue to be productive. It signals to employees that management believes that they are important and should motivate them to gain new skills and awards. Human resource development contributes to bond through meaningful values to be an organization with the goal of better understanding the technical staff. A two-way opens to interpretation and the interaction between management and employees geared to the satisfaction of the requirements through

the achievement and recognition to train and the acquisition of new skills increases the awareness of the importance of change management and adaptability of employees.

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