International Journal of Research in Human Resource Management

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Managerial HRIS "job - readiness" of MSME mediated on" environmental sustainability" through "tech - savvy"

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DOI: https://www.doi.org/10.33545/26633213.2025.v7.i2c.350

Abstract
The study identifies the job - readiness through Tech savvy by well informed use of modern technology through Environmental Sustainability. The organizations having sophisticated and well organized due to unsophisticated skills practices are most likely to use competencies and the organizations which are performing well are more likely to have competencies framework.
Background: The Methodology carried forward in this study is qualitative method Conceptual / Empirical research.Highlighting the Traditional capacity of short - term capacity through smoothing vintage. Because of Human Resource Information System in Pink slip for slient regisnation through E - Recruitment, where time management is not clearly defined. Without manpower planning. Due to CRM (Customer Relationship Software) to prioritize workforce sustainability. Through Talent Acquisition in Overseeing Technological Seeking by training by efficacy. By Strategic investments applicable in HR functions in non - scientific industries in NGO. For example HDB Financial Service sectors which provide EMI Loan in the form of insurance through CIBIL Score. Sustainable developmental principals.
Conclusion: The Research concludes through anthropology of Operational Mahaveer. Due to ethical HYBRID hiring strategy through human Judgements. Due to RSLV rocket. (S - 400) Mission Sudarshan Chakra. Which is long term missionary statement.

Keywords: Self - efficacy, digital affordance, digital platform generations (z), degradation environmental sustainability, visitor management.

1. Introduction
The HRIS mechanism for assigning online training through up -skilling to close any gaps for modern sustainability through technological objectives, for employee's existing technological skills, for companies environmental goals. The area of tech - savvy to equip the employees to understand specific software for job readiness for having the right knowledge, skills and attitude. Due to waste reduction, energy efficiency and sustainable sourcing HR practices. To process and provide insights in the workforce development. Managerial skills through environmental outsourcing digital collaboration Tools by degradation environmental sustainability to new hires. "Savarkar's" assessment of rebellion strength.

"By Subjugated Knowledges I mean two things: on the one hand, I am referring to the historical Contents that have been buried and disguised in a functionalist Coherence or formal Systemisation ……Subjugated Knowledges are thus those blocs of historical knowledge which were present but disguised within the body of functionalist and systematizing theory……"

Contract Oppression
Long - term philosophical concerns in different concerns of logical perceptions. Vikram samvat (puranas) threshold limit in # 22nd century. Common era to any single perspective.

1.1 Transformational Strategies: (Home and Industries)
Language is a-part of narration "Foreword" to Kanthapura, through Anita Desai to Shashi

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Deshpande rooted in Cultural context, words provoked absorbs in environmental Associations. Burden of (Check leaf) bill Ash - Croft has perceived. Simple equation Ngugi - Wa - Thiong "O"? - tongue borrowed weight of African Experience, then why is the Indian writing in English a "Freaky oddity"? - Where is the Colonialism to join hands for elective people Readership.

Shashi Deshpande, in her recently writing from margins, I have Known for a long time now through my own writing, that when we write in English, we are in effect, translating. I know this when I find that in the course of a dialogue I find myself, unconsciously, of course, translating the words of a non - English speaking person kannada, or Marathi or Hindi into English ….I remember Vikram Seth's remark about the Hindi translation of his. A suitable Boy that the book has gone back to its (his) home. Which is exactly the way I felt when my novel, That Long - Silence, was translated into Marathi and into Kannada. (Margin 37) Dhan-ya-vaad. (Richest Debates and impossible Mournings).

1.2 Status of Digital Labor Platforms

Employers' hiring practices and workers' job hunts are being revolutionized by digital labor platforms like Up - work. These platforms facilitate interactions between employers and employees and offer the digital infrastructure for payments and record keeping, messaging and search, feedback and rating. Platforms make it easier to find and fill a variety of orientations from consulting in technology to services ranging from watching over and plumbing to proofreading. From May 2016 to the second week of January 2018, the Online Employment Index5, which tracks the use of online labor platforms over time across jurisdictions and occupations, increased by twenty-one percent.

Monopo-sony's risk,

In which digital labor platforms use their market power to pressure workers into lower pay and the unclear net effects on income equality, productivity, and skill development are other issues related to platform dominance and its effects. "Hidden Hunger" of social potential of human resource for cost - effective and sustainability systems. AI's absorption into employment platforms, which will result in the creation of human-AI hybrids, is probably going to both improve and increase the previously mentioned issues.m

1.3 Dominance Empowerment Platforms

The AI system was penalizing attributes in women's applications and downgrading them in its ranking of candidates, so it was not providing a gender-neutral rating of candidates. This is why Amazon canceled a plan to employ AI(HRM) to simplify the processing of applications to find the best candidates for technology positions.11. Where Gen(z) is a online instant generation of Technology. Generation z responses focus discussions using Nokia telegram of digital immigrants, through Human Resource Management Labor unions, Forced Distribution Method,


| Performance | 10 | 20 | 40 | 20 | 10 |
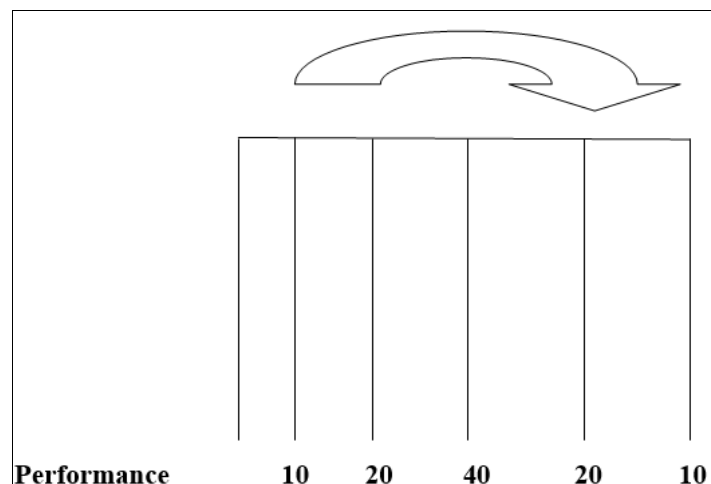
This method assumes that employees performance level conforms to the normal distribution i.e., 10, 20, 40, 20, 10. This Method is useful for rating a large number of employees and their promotability given by tiffen.It minimizes raters bias to a larger extent of trade unions such as,

1. Bharatiya Mazdoor Saba (BMS)
2. Indian National Trade Union Congress(INTUC)
3. All India trade Union Congress (AITUC)
4. Hind Mazdoor Sabha (HMS)
5. Central Trade Union Congress (CITU)
6. Self - Employed Woman Association(SEWA)- Such as Sabbatical Leaves in sabotage period.

These activities are bloomed by the flexible pay of retension of incentives to the employees. In the salaries structure a flexible benefit plan is a facility for employee to modify components of job rotation such as,

- Cost of a company
- Basic pay
- HRA (House Rent allowance / Human Resource Accountability)
- DA (Dearness Allowances)

Enlargement in employees, this is analyzed through worker participation in management, = Forms of participation.
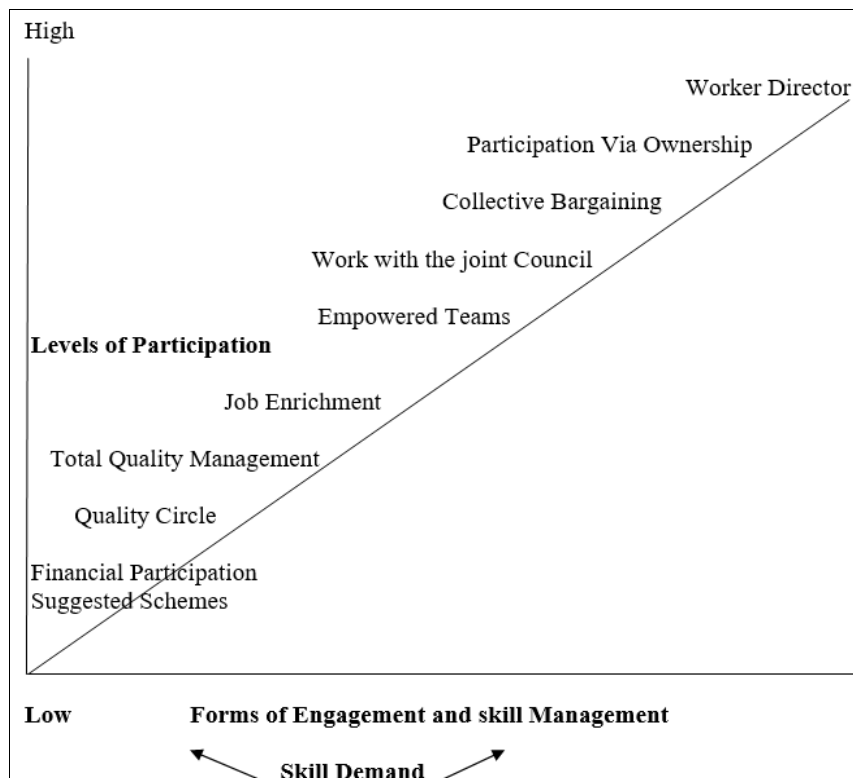
Participation Through ownership
Management says that committed and loyal workforce. The Financial accommodations of such participation is observed to be limited to sick companies, are allowed to be taken over by workers. For example, Hindustan Photo Films, Kingfishers airlines, Hindustan cables ltd are some service sectors. All these companies used likelihood of continued losses.Financial distress and potential Closure.
1. **Hindustan Cables Ltd:** A companies Listed for closure due to its sick status.
2. **Kingfishers air-lines:** A well known company for the services sector, struggling with high debt and financial Mismanagement.
3. **Hindustan Photo Films:** This company declared Voluntary Retirement Scheme(VRS) was implemented HPF (Historical Performance Feedback) to its employees with significant number of employees availing it. Due to Legal challenges it meet the sick company status, and winded up by the final order declared by the madras high court by official Liquidator.

"Contemporary Notion Human Resource Management"

Participation through complete control
This Participation refers to the quality circles (QC) consists of 7 to 10 people drawn from the sources of work area. Empowering the teams and autonomous teams to set targets through Forced distribution model because of political control within the organization. "Trainees are recruited for problem solving". In India it's a experience of Quality Circle as a mixed one.

Functions of labor Welfare officers - factories Act
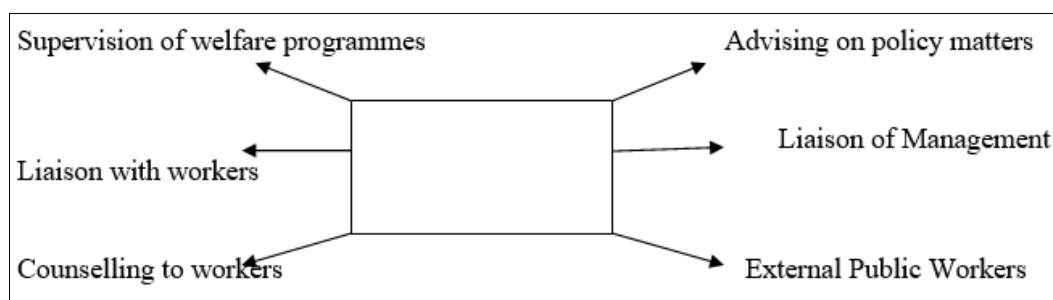
Here where the Corporate social responsibility plays an important role within the organizational up-lifting through bargaining and rivalry surveillance (Carefully watching of somebody who may have done something wrong) - "Unconscious Roof- Collapse"in order to defeat the potential problem of work existence. By conducting Night - club of the supervisors in a matrix organization.

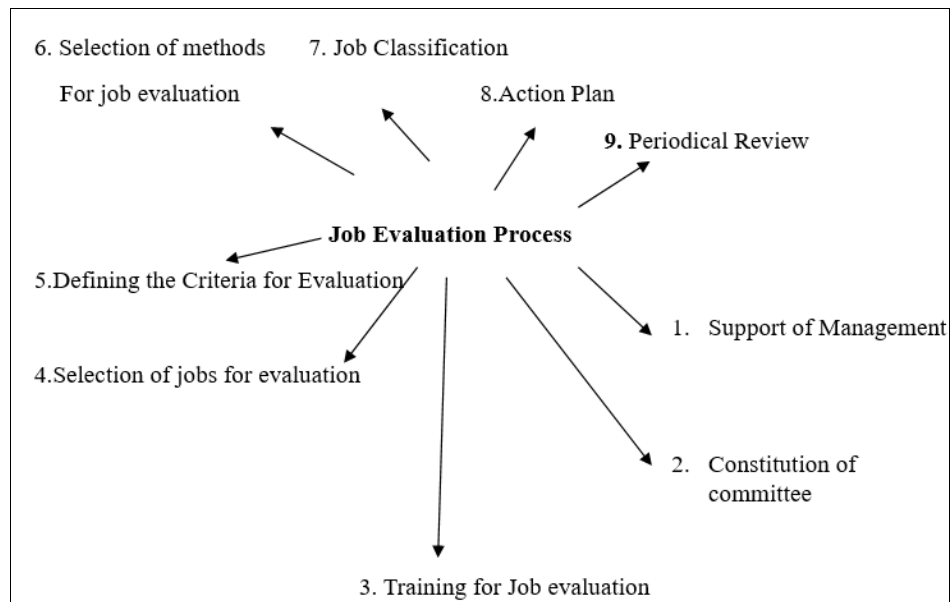**1.4 Affordance and rare events of Information System Research:**
Beyond the conceptual structure it indicates the hierarchy of management affordance by providing potential learning to enact and provide awareness to the rare events within the organizational Behavior of Top- down. The Managerial attention towards the bottom level employees due to re - positioning. By unfreezing the work routines by the way

they evolutionary pathways. Due to future directions because of baseline routines and mindsets. This was observed by valuable feedbacks from the Structural matrix organization.

"Un - Categorizable Roof Collapse building" - Managerial Attention is associated with this.

1.5 Process of Job Evaluation in MSME'S

6. Selection of methods   7. Job Classification

For job evaluation   8.Action Plan

9. Periodical Review

Job Evaluation Process

5.Defining the Criteria for Evaluation

4.Selection of jobs for evaluation

1. Support of Management

2. Constitution of committee

3. Training for Job evaluation

1.6 Need of the Study
1. The "Tech Savvy-Ness" to proficiency through human resource environmental sustainability by managerial skills investigating connections of SDG's beyond basic administrative use of Strategic application.
2. Integrating Technology and sustainability

3. Implementing Green HRM practices.
4. Unrealized Visitor Management.

1.7 Conceptual Framework
Fishbone Root Cause Analysis

IV

Team Members

1.Effective

Workforce

Planning

17. Job Shops

CRM

2. Text Mining.

5. Performance

Investments

18. Impact of Hiring Strategy

DV   **Mediation**

                     HRIS
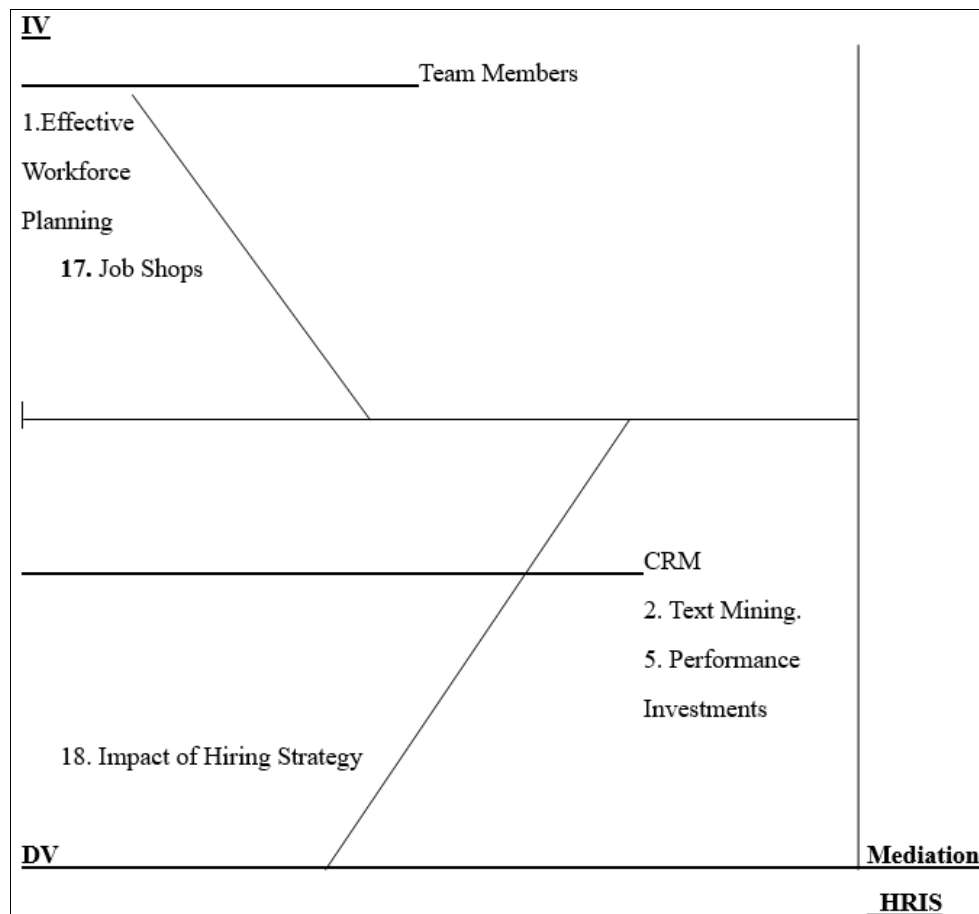
Fig 1: https://infograph.venngage.com/ps/UOX6Mx4lBtQ

Inference

The Dependent Variable is more manipulated by the mediation of Human Resource Information System in the Independent Variable of Employement workforce development Thriving. Due to AI auto-Fill Beta (Mentioned in the recommendations of the study).

1.8 Research Questions

1. Why is job embedded learning activity opportunity breaks?
2. What is environmental persavation?
3. Why P2P Lending Evolves through digital transformation?
4. What is the transfer of capacity of performance in job shops?
5. What is the capacity holders in rush transactions?
6. How the Sustainable Visitor Management Arrangements Implemented?

2. Review of Literature

1. Rowland (1992): He studied the formal human resource Development training leads to empirical information of pedagogical aspects of his/ her work kind of reasoning justification for conducting certain activities such as using phones during the workplace in working hours is been followed, for ecological environmental gathering growth strategy.

2. Fraser and Fisher (1994): He studied a "Employer perception is accountable for the appreciation of amount of variable salaries in learning outcomes are mostly beyond the contributory attribution of background of the employees characteristics. The practical application in his research stated environmental contribution through conductive Learning". But those who have less background of employees often dominate due to their positional power of influence with the organization even of same demographics. This was his perception environmental learning towards Self - efficacy.

3. Drost (1996) [43]**:** He studied developing Sustainable Tourism (Industrial Visit) for organizational heritage for creating generative financial revenue for positive unpredictable growth of Young minds by the millennial generations, cultural integrity of the knowledge System of diverse culture in the cultural harmony with internal evaluation of external influence by the Human Resource Management 360-degree Appraisal leads to Outdated and no longer used.

4. Bandura (1997): He pointed that the mastery of experience stands "Success builds a robust belief in one's personal efficacy "Failure underdetermines the sense of self efficacy in firmly establishments, perseverance in real - world environments. By providing potential learning to enact and provide awareness to the rare events within the organizational behavior of Top- down.

5. Visscher & Rip (1999): He understands Unfamiliarity with the concept of lack of skills and clear style of own Circumstances depend partial on personnel preferences. Which he discussed that characteristics to show the ability of adapting different styles of "Chameleons" for deliberately choosing the best situation.

6. Jerry L. Jinks (1999) [10]**:** The study investigated "The conceptual assessing and investigating what happens to employees during their Employement" Due to Social Learning empowerment of specific performance tasks. Learning environments through self - efficacy through environmental researchers. Through environmental generalization. " Lower perspective of Efficacy due to less employer acheivement."

7. Kennath A (2002): His study understands that employees who are hired and placed on the payroll in finance department for pay purposes. His original purpose was on technological advancements early on mid - 1990s which focused to began to shift Human resource information system (HRIS) not only focusing on making HR decisions but also in strategic decisions in brief evolution that matters the capabilities if current decisional analysis tools like business analytics and Hr analytics such as Great place to work - softwares such as HR talent acquisition zoho recruit, and other indirect recruitment sources as job portals, outsourcing, poaching, job referrals, recruitment at the factory gate, labor contracts, deputation, professional associations. Delphi technique of HR analytical techniques. He stated "This evolution has resulted in firms being able to leverage HRIS for administrative and strategic decisions for competitive advantage., through OAS capabilities., Which is the administrative advantage of green practices and activities to be encouraged focusing on employee Self - services (ESS). Which was by half of the companies to reduce the workload of administrative workload in HR departments allowing the employees to have updated access to their records., processing more and more information in the timely manner. For managing information on reporting on life events such as the birth as a child birth (Sabbatical leaves), changing beneficiaries on life insurance, and managing 401(k) retirement annuities not only through HRIS but also through interactive voice response (IVR). He concluded by saying building strategies from data through the proper management of HR data, firms are now able to perform calculation that have effects on the business as a whole. Due to COTS (Commercial off - the shelf) robust database through decisional analysis tool. Which is placed in th detailed informational areas within the organization. Which is a large scale corporate strategy.

8. James E. Maddux and Melinda A. Stanley (2011): His article emphasis the relationship between basic tenets of self - efficacy theory and discussions of several current theoretical aspects of issues such illustrating the relationship between self - efficacy expectancies and outcomes expectancies to play a role of outcome value by mediating the behavior (BARS).

9. Mark R. Leary and susan crites Atherton (2011): The study reveals the self - presentational model of social anxiety that includes concepts of self - efficacy theory of social anxiety and outcome expectations which are low intending the people experiencing the social anxiety in chronologically social anxious individuals of his demonstrated implications.

10. Nancy E. Betz and Gail Hackett (2011): The study investigates the utility of self-efficacy were it constructs the mechanisms affecting women's disadvantages status in the labor force and usefulness of career self - efficacy in research is providing self - perceptions of occupational behavioral choices was tested by his hypothetical statements of analyzing the occupational choice behavior of men and woman to review building models of mechanisms to predict career domain of demographic variables.

11. Dale H. Schunk (2011): His research experienced vicarious influences of students learning activities with a sense of prior experience on cognitive skills to attribute the future recommendations for future research and implications on teaching number of models on task demands to validate the future student aptitudes by task demands through teaching the models of strategies for important vicarious influences by his observational model of classroom learning activities.

12. Edwin A. Locke, Stephen J, Motowidlo and Philip Bobko (2011): His study demonstrates the relationship between expectancy performance opposed by the present paradox to evidentially supporting two way theories based on 1984 to distinction between within and between group level analysis secondly he solutionally argued self - efficacy should be measured with respect of whole range performance of goal levels rather than just the assigned goal level targets inside and outside the organisation. For Human Capital Management (HCM).

13. Nikhal Aswanth Kumar (2013): He studied HR functions, time management, Cost management, managerial satisfaction and organizational efficiency by collection of 101 managers using cluster sampling from south Africa by closed ended questionnaire and accessed by analyzing factor Test, Cronbach's Co -efficient alpha for questionnaire frequency to know the HRIS organizational effectiveness in SME's. involves information content, information management and system evaluation on UK survey companies. United States of America survey examined 67% post job openings online and 40% use web - based portals as means of pin pointing the company politics. Through providing HRIS in performance appraisal through contemporary method of BARS (Behaviorally Anchored Rating Scale) for accessing the labor turnover through absenteeism and labor Turnover. Which is the strategic direction of the organizational and the effective realization of corporate goals. For economic development and planning in digital affordance organizational manner.

14. Hamid Reza Oreysa (2013): The Managerial competency model totally dependends on the human resource as a key valuable natural resources for the geographical and demographic insufficient workplace due to the insufficient successful dominance empowerment capital of productive leaders "Good Roman Soldiers". Average managerial performance. Enhancing the managerial Competency Questionnaire (MCQ). His study extracted 380 concepts from 137 resources and finalized up to 82 sub - core competency concept using two independent authors and concluded by validating the managerial competency model of three fold implication of 1. Not enough for the managers to have technical and instrumental competency. 2.

Possess value competency well 3. Similarity and differences in across culture and work environments.

15. Teresa Piliouras (2014) [34]: He studies that workforce readiness is defined by the procedural applications to reveal the substantial gaps in national level of work force readiness to adhere the job market through National Evaluation Technology Plan (NETP) and stated "Best We Can Be" explained through his SCANS Model of Workforce Readiness by analysing Human Resources, Interpersonal information, systems, Technology, and proposed certain fundamental dimensions of SCANS personal qualities, Thinking qualities, basic Skills has been addressed through learning: Engage and empower gained from the schools/ Universities to gain knowledge how to use Technology for comprehensive integrated end -to-end real - time managing learning outcomes to productively redesign the teaching to prepare and connect the emerging Traits, personality traits and ability traits through debates and conferences within the 'computer room'. It will be helpful to consider the youth of using technology in their everyday Life.

16. Dariusz Wielgorka (2014): His study evaluated connections of environmental management in the MSME sector in the aspect of corporate social responsibility through randomly selected group of survey to know environmental management of collecting 400 participants from Poland. He specifically focused on analysing of the cost of financing environmental activities with particular focus on structural funds in the model of environmental management of MSME by implementing "eco -logical motivational" aspects like savings connected with using water, raw materials and computer energy and other ecological activities of barriers such as Insufficient knowledge of managers and stated "end of pipe". Because of cost - effectiveness to analyse the environmental sustainability in MSME.

17. Rajan Paudel (2014): He studied urbanisation and industrialisation are the main reason for degradation environmental natural resources. Environmental degradation poses a significant threat to human health worldwide substantial work in the future. He says which is the area of research for work done to date rich and middle also below the poverty line at the margins into worldwide. Harmful consequences such overwork load tasks through rewards, Time extension more than the described actual time stated which as already being felt and could grow significantly over the next 50 years to devastated which is intimately linked environment and health circumstances of the not only employees but also the social workers. Which was stated through his empirical research work.

18. Marcello Sambartolo (2015): The purpose of his paper optimised workforce resources has become increasing complex particularly to the large enterprises in the multiple locations or countries he recommende the successful human resource (HR) the organizations line managers need the strategic and matrix functions for moments notice to respond quickly and decisively respond to complex factors of expanding the labour compliances towards performance goals. He founded that organisations as to incorporate all these three pillars demand utilisation and measurement into ongoing workforce management strategy to implement green best practices in investing the customer service CRM softwares.

19. Jernigan et al. (2016): He found business value collections of human resource information of internet of things. Here were the porters generic tactics of short- term organizational implementation of forced distribution performance through the bargaining power of the supplier, bargaining power of the customer, threat of new entrances, threat of substitutes and rivalry competitors by willingness to share data to the employees through the staff of each matrix organizational Functional behavior.

20. Sara K. Bressi (2017): He says that self care builds the maintains equilibrium between the personal self and the personal self person - level risk factors associated with burnout in the efforts worker distress, resource strapped and insurance - driven changes the vulnerable living margins with complex trauma histories subject to workers higher caseloads through low levels of training and supervision this leads to short - term working employees because of the "greater resource documentation of offer". Which is the processing space of reactions to interactions.

21. Daugherty and Wilson (2018): Educating the AI agents (Human Resource) to recognize language nuances and contextual information more accurately, fix mistakes, and praise milestones. Giving non-technical people an explanation of the choices made by black-box machine learning algorithms, enhancing the accountability of their behaves and the openness of this decision-making process. Using moral principles and judgment to make sure AI agents (HRM) are consistently performing effectively over time in areas like ethical compliance.

22. Naveen Kumar Arora (2018): The study pointed "Environmental sustainability" describes systemic circumstances in which human activities do not more than impact natural processes on a regional or global scale. Flexibility permits the preservation of natural capital that must be given forward to future generations while also preventing its depletion.

23. Styliano Zikos (2018): He presented continuous evolving requirement of HRM through HRO (Human Resource Optimization) innovation through semantically - enhanced information by Conditional random field (CRF's). Which states the right person for recruitment and the right job in real - time shop floor operational statistics management through optimizing decisions repeatedly and also non - occurring tasks in industries through Common Interface Data Exchange Model (CIDEM) through his preliminary tests to know workforce allocation in Human resource management in general perspective indicating heuristic method of key performance indicator(KPI's) through KR (key representative) languages of description logistics through W3C world wide web consortium. On-to-ontology based approach through heterogeneous sources like BIM (Building Information Modeling) through tech - savvy 3D models of profile survey for real -time collaboration and information decision - making through industrial data enrichment. By identifying CPERI/CERTH through small scale pilot plants operate through STEM analysis of Chemical process and energy Resources institute within the Centre for research and technology Hellas. Through SPARQL query engine RDF(Refuse Derived Fuel) data base through worker suitability analysis of tasks, workers, worker groups and experience levels of Dynamic

real - time HR optimization Engine. Through HR metrics of various KPI's in order to achieve the strategic goals of turnover rate of the organisation.

24. Mocker et al (2019): His study stated that how many companies use digital technologies to enhance customer offering, he investigated in 150 large companies collectively allows joggers to access data regarding the work through backend developers and front end developers of the software handlers of the company, through embedded pair of sensors.

25. Barbara Riegel (2019) [41]: The vision of his study stated that effective self-care research depends on knowledge gaps of human resource for effective habit formation on lifestyle behavior. Lack of open space training due to green training of lack of motivational knowledge trauma further hiring, selection. Because of peer supporters by discouraging young adults just for the Organization Member influences due to their behavior over time of role position in the organization. Due to self-care and self-efficacy medication adherence behavior.

26. Jabir Jain (2019) [1]: The study pointed that falls the shadow - resilience of empire (13) "Amnesia had its rules and I kept to them. Once 1942 became undeniable, I chose to lose my memory" - Mohandas. Over-powering the images through Tech-Savvy. Protecting Future Generations. (central bank digital currency), Text Mining due to green behavior, Lack of robust internet connection within the organization. The Array of reliable Timely delivery, through Multi - Culturalism, because of grouping development.

27. Yung & Khoo -Lattimore, (2019) He pointed the cultural heritage conversation lack of Infrastructure in the human capital promoting sustainability (Climatic action) -13 actionable recommendations information communication technology still certain gaps in the research. Which he pointed in his conceptual study of visitor density and movement. Reducing human -wildlife.

28. Arun Rai (2019) [8]: He studied human AI hybrids in digital labor platforms of task augmentation keeps on continues through rapid strikes of Trade unions of job - readiness by applying the judgmental moral values to ensure ethical compliances. All learning exclusive of technical and practical learning of all sphere of knowledge under the given landscape of hemispherical psychology of job seekers by increasing the employability and job posters through human recruitment hybrids block chain infrastructures are not effectively managed peer to peer referrals from various person to person functional corporate, start-ups and MNC's levels. Due to various competence empowerment.

29. Muchamad Oktaviandri (2019): The study points that VMS allows visitor information badge of identity through new registration visitor percentage through data base management system (DBMS) efficient integrated data by graphical user interface. Through real time testing by using technology to teach Technology. Best we can be is an online 'anytime, anywhere, anyone, learning the program conceived as a outgrowth of collaboration with AITE (Academy of Information Technology & Engineering) by focusing on STEM administrators and teachers.

30. M. I. R. Imron, A. N. Hidayanto, W. R. Fitriani, W. S. Nugroho and D. I. Inan (2019): In his study he says Cloud based HRIS adoption by SME 's (Small medium enterprises) in Jakarta, Bogor and other cities of Indonesia. He framed Technological - organization - environment (TOE) framework by using structural equation modeling of conducting Semi - structural interview(forms) methods through validating the results such as organizational behavioral factors importantly focusing on computer science and information systems (ICACSIS) to develop the quality of human resource development management through differentiating the traditional method and contemporary methods of performance appraisal of 480 degree view.

31. Samuel Asumadu Sarkodie (2020): The study pointed that human capital are the ecological footprint who are the renewable energy of environmental sustainability who increase the income levels by validating economic development of the organization. He empirically investigated the environmental relationship between human capital and environmental sustainability by mitigating Climatic connect of culture. Human capital was used as a variable to identify the environmental degradation to reduce the biases. The findings of his study provided positive impact on environmental quality to radically increase the commitment to adapt environmental policies. In others words the role of awareness of human capital has a positive capability towards environmental quality in a survey of 3900 adults which says the behavior and technical changes to be adopted.

32. Kanok Prova Saha (2020) [6]: His Internship study reveals about the ACI limited which is agribusiness and retail, where he focused more on organisational - facts related to the contribution of Human resource information system. The purpose of his study is to implement HRIS ACI fertilizers to determine Bangladesh's fertilizers. He comprehend the fertilizer industry to develop HRIS through his personal insights. He analysed the industries competitiveness by doing porters five forces of ACT Fertilizer to understand the strategic decisions to know the competitive intensity and attractiveness of the industry by stating the competitive industries were more than 20 fertilizer companies, new entrants into the industry were registered through fertilization administration Rules of 2007 to control the basic commercial act of fertilization management, the power of supply was between outside the Bangladesh including the nations China, Vietnam, the united states, Africa and Thailand to avoid the diversity of climatic action (13) to avoid the circumstances, bargaining power of the customer is a wide variety of brands, which leads to intense negotiation in real - life wok -place experience to office manners and cultures. Threat of substitutes rooftop or small - scale gardening to replace product place fertilizers. Also did SWOT analysis and created HRIS information through employee portal depending upon the benefits management demographics and compensation, time management, reporting hours of work, work flow communication during the working hours, performance management and applicant tracking. By applying so he found the government - sponsored fertilizers supply, pandemic scenario, credit management, his ROL (review of literature) used strategies of HR in small business

and the difficulties that concentrate on employment and export - oriented nations. The concluded by the researcher by suggesting talent management through planning for employees, evaluation of talents, talent acquisition, succession planning, developing a talent management, engagement and retention.

33. Senthilkumar et al. (2021): Pointed Visitor "Behavior" educational digital signage and "QR Code" encouraging through" Green Behavior "where employees minding their own business which will not Cordially. (Kumarakonam), by post disaster inculation of specific population risk mapping in the kerala centric digital solution.

34. David Master (2022) [22]: He Studied planning and management has workshop participation in the boundaries of long - term Visionary standards to implement the actions of revised future management Information Tools. Testing the range of situations and circumstances, to identify the organizational Behavior by changing their experiences study visions through each department of the managerial (Matrix) managers. Through sustainable visitor management system.

35. Seyi Saint Akadiri (2022): He says that rapid environment degradation leads to natural occurrence which are borne by the human activities like urbanisation, globalisation and energy consumption through strong real - time income growth of secondary and tertiary industry in urban areas for population in migrations of urban regions of emissions to contribute increased carbon growth of 4.6 billion people by 2030 and a large part by examining the environmental degradation in niger delta region of Nigeria the paper posted the importance of behavioural patterns of urban areas to switch the economic activities.

36. Musa Nakorji (2022): His study examined the contribution of skill gap analysis of positive quantile - on - quantile (Q - Q) consideration of non - governmental organisation of interconnectedness about the environmental sustainability targets. Through HR tools and Organisational Technologies.

37. Abu- AlSondos (2022): The visitor management due rule of violation, in the monitor for future feasibility study of Covid - 19 due human resource management arrangable decisional epidemic has Vistiorically accountable due to long - process Overcrowd-financing of group employees of firing - off the existing drawbacks of talented youth by determining their degree symbolic with tactical Strategies, of various seniority domains.For bridging the economy of the organization. Through various Social analysis "silent Generation" of Baby Boomers in digital Era. Where the millennial generations learning strategies are learned from Gen(Z) to Gen X and Gen Y. Through Local Communities of "Digital Natives" of organizational Corporate Levels to Millennial Generation.

38. Marie Madeleine Meurer (2022): He his Study understands online community interactions draws a theoretical perspective of actionable possibilities and opportunities, through support - seeking behavioral online community conversation during COVID -19 found affordance of online communities in the entrepreneurship

context. By doing so he stated a specific problem of informational human resources on practical aids. He limited his data collection although it is 460000 large populations with a urge to differentiate the online communities focusing on the pandemic and generalized the crisis unique affordance, by the angel investors to reframe the entrepreneurs who are non - specific support seeking reflective entrepreneurial situations.

39. Ibrahim A. Abu - Alsondos (2022): His study denoted about visitor management implementation in Covid -19 to guarantee proper safety security surrounding the visitor office towards workplace organization through human resource to arrange the capacity. By visitor management system. The background of his study reveals organizational demands for new system implementation by conducting through a feasibility study of Gantt Chart software methodology by arising the to ensure that people and surface come into contact as little as possible through his theoretical background of security gate he divided the visitors as personal and official visitors through checking the possibility of personal availability through a consolidated investigation method of wellness and security based on STPA and STPA - sec it is the utilization to select ideal alleviation strategies, tracking systems such as executive frameworks for visitors including photo ID or unique finger impression filtration, auto - distinguishing evidence of repeated guests and computerized restricted on office based kind of guest through his communication executive framework by self - register eliminating human error and ensures high degree of execution and security of the reasons for sustaining the efficiency of information and knowledge to survive in the today's economic climatic.Which was explained through his unified modeling language (UML) by creating visual representations of article - structure programming framework demonstrating business development lifecycle across various execution technology. He recommended unambiguous paper based plan to link straight forward and accurate process guest arrangement implementing a visitor management by implementing visitor control system to boost the premises safety and security. By turn on the touch -less login function. Guests are able to sign in by scanning a QR code using a touchless visitor management system that has motion sensors, speech recognition, and climate reading was his findings to maintain the safety of your visitors at the COVID - 19 pandemic signing self - certification for the visitor track and traces.(16) - Peace justice and strong institutions.

40. Anoop Gurunathan (2023) [36]: The study pointed the importance of Gen X, Gen Y towards Gen Z for mobile natives of previous generations using Nokia (15) life on land towards proper marketing strategy in different generations. To affect Gen Meta and Beta. Where the dimensional implications differ due to "a cohort of people born within a similar span of time who share a comparable age and are shaped by particular span of time" possess different behaviors, beliefs, preferences and socio - economic conditions of different cases.Gaining attention to the diversity by human resource (available for somebody to use) information system (HRIS) meaningful and purposeful in online space and advertising methods due to vintage info-graphic access. Applicable laws to be aware of Ladies /

Gents for "BBPOU" framework. Dynamic Tech - Savvy. Peer to peer service receipts, because of Uninterruptible power supply (UPS) looks a oven for Unified Pension scheme. Through offers and discounts in premium.

41. Hesham Moh. El - Barmelgy (2023): He studied the sustainable visitor management deals with sustainable cross-cultural mismanagement revolution Socio - cultural aspects of site integrity management leads to sustainable cultural Tourism (SCT) due to socio - cultural aspects, devastating due to centralized web - based management through cloud computing Read only memory(ROM). This has been solved the paper based orientation to reduce the consumption of paper use in organization.

42. Hossein Olya (2023): He says lack of green innovation in different workplaces by pin pointing green innovative behaviors through STARA (smart technology, artificial intelligence, robotics, algorithms) in promoting employees a green drafting behavior by conducting green task, support team efforts, encouraging innovative ideas thinking skills by implementing STARA skills. These are inter-depended on ecological aspects of saving water not only my the employee itself but also creates a environmental awareness to the employees by social workers by filing their water bottles this action is the mediating role of green crafting behavior which creates a "green drafting challenging behavior". Which is green innovative behavior focusing on benchmarking evidential promotions by staff cope up with growing responsibility changes. Which is one of the CSR activity taken by the organization to organize practical insights through sharing innovative working behavior.

43. Kambur and Yildirim (2023): The purpose of his article stated smart HRM through e-HRM and Smart HRM through sub-functional technical hierarchy by allowing "electronic - HRM", "AI and HRM" which was implemented in Industry 4.0 and HRM, Society 5.0 and HRM this speaks the "employees integrity" towards the "attendance sheet". If the Human robot information fails. Developing towards the digital Technologies which is known as Strategrical human Resource. Which creates environmental impact on daily communicating office space Utilization. These creates a Key Performance Indicator (KPI's) sustainability towards generating the reports. Fostering the culture of environmental laws where the UN goals of sustainability principal (8) has been achieved through decent work and economic growth of Green HRM and Green implementation of HRIS technology driven work analytics. By adopting various talent management solutions through predictive artificial intelligence insights.

44. Nurjaya Gani (2023): His research reveals the MSME's in leveraging HRIS for their business growth and efficiency through data collection survey method using quantitative response method using purposive sampling of non-probability method. Using 75 participants based on various participants in the current digital environment through operational efficiency. He also recommended the MSME's to invest in HRIS for enhancing employee training such as cloud software cloud drives only access through web based platforms. The small dynamic enterprises of MSME with strong robust entrepreneurial capability of

subcontracting work which adaptable for the moving enterprises into large scale business. He states that HRIS in MSMEs bring unique challenges and opportunities such as data security concerns, employee acceptance level and alignment with business needs were the challenges. The opportunities such as enhanced efficiency and productivity, data - driven decision making, accessibility of cloud solutions, scalability and flexibility to improve employee experience and enhance communication collaboration. He concluded by saying adaption competitive advantage in managing human resource quickly utilizes the HRIS organizations in market conditions.

45. Falurrahman's (2024): Effective Scientific Workforce Planning and Human Resource Information System (HRIS) need the integration of artificial intelligence (AI) with electronic Recruitment. Through global Strategy chances and Ethical impact associated to AI driven employement. "Skilling do not solely underpin human capital, but the enhancement and use of knowledge and skill overtime across the lifetime does" for sustainable development through comprising human capital index.

46. Mohammed Abdullah AI Mamun (2025): He pointed a key sustainability embedded has human resource management need to foster HR operations through paperless workforce management to support for highlighting the green HRM and HRIS metrics forced performance distribution by recruiting Eco - friendly training, remote work, and energy - efficient evolving landscape i.e., Where companies converting from multi - national to corporate. HRIS eliminates physical paperwork by digitalizing through interview on boarding. This not only enhances work - life balance of the employees but also supports the sustainability of organizational commitment towards SMART (Specific, Measurable, Accurate, Realistic, Time-bounded) office systems.

47. Vaibhav Vijaykymar Tayade (2025): His article signifies the human resource information system towards HRM and its impact on strategic decision making through his investigation project through possible Trajectories for implementation of HRIS. He clearly stated the primary functions of recruitment and On-boarding, performance management, learning and development, employee engagement and workforce planning analytics in contemporary workforce development environment.

48. Fadi Sofi (2025): His Human centred perspective of HRIS research and practice through social factors shapes user behaviour in real word dealings and found a knowledge gap of psychological aspects of examining the identify alignment behavioural factors such as, change of resilience, interpersonal trust, perceived role of clarity and leadership behaviour for aligning the Human Resource Information System. Which is the notable gap of psychology to explore emotional states, perceived roles and professional identifications. And states "Psychological and behavioural factors shapes HRIS adoption and effectiveness from the perspectives of business line order managers". Navigating the role category sufficiently capturing the full range of participants perspectives including dimensions such trust, leadership, identity, perceived control and organisational Culture.
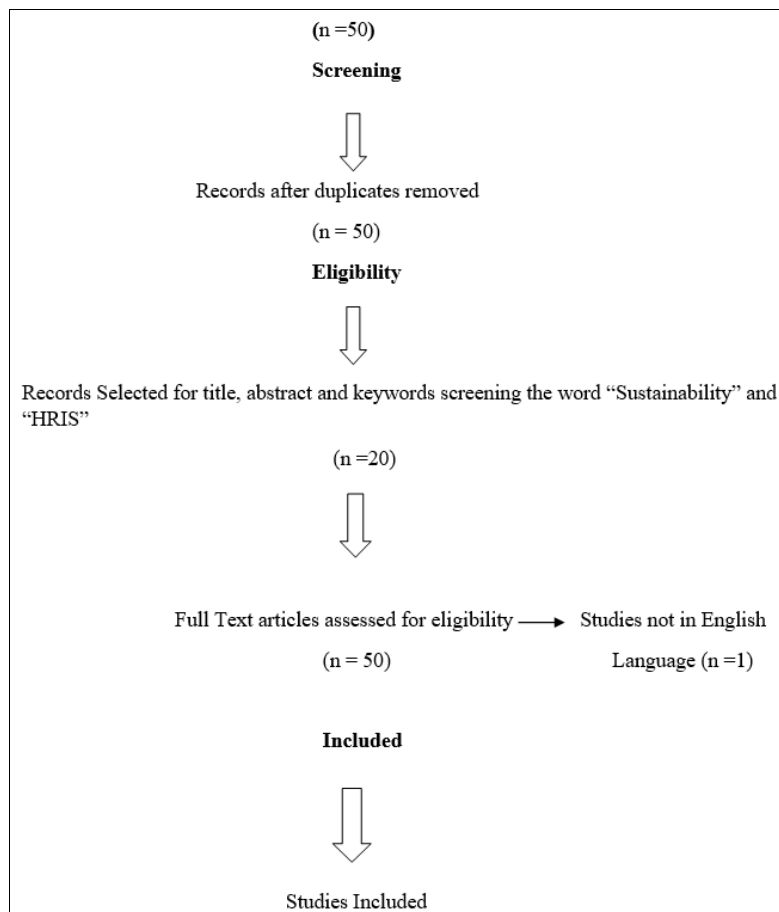
49. Anup Ingle: The study pointed that baby boomers of Gen (z) grown up in traditional digital world due to digital tools in routine day to day grown - up India. Making the culture and daily activities to divide Technological Society towards health concerns of Older Generations, understanding the Multi - Faced impacts of Millennial generation. This was indicated in the scope of the study. Due to Millennial generation people struggles to adapt new technologies. Which is beneficial to Gen (Z).To develop Work - life - Balance, in sustainability - led Visitor management - Peak district national park examined in UK through LAC (Long run average cost).

50. Xiano Yan Shi and Ao Jiang (2025): He studied by solving high employee turnover rate, lower task completion rate. Traditional human resource management organizational behavioral structure methods. Inherent of organizational management for getting employee turnover rate which he/she proposed the minimum enterprise decision - making time 4.5 min and task completion in 92.76 % by optimizing talent allocation through human resource management based on social science networks strengthening internal communication of the applied employees by using clustering probability sampling of Organizational structure.

Prisma Approach of Literature
Systematic Reviews and Meta-Analysis (PRISMA) for preferred reporting Items.
Identification
Records Identified through database searching of the keyboard "MSME" in the tittle, abstract and keywords in the field of Self - efficacy, Digital Affordance, Digital platform generations (Z), Degradation environmental sustainability, Visitor Management.

```
                            (n =50)
                           Screening
                              ⇓
                  Records after duplicates removed
                            (n = 50)
                           Eligibility
                              ⇓
Records Selected for title, abstract and keywords screening the word "Sustainability" and
"HRIS"

                            (n =20)
                              ⇓

  Full Text articles assessed for eligibility  ⟶  Studies not in English
                            (n = 50)                Language (n =1)

                           Included
                              ⇓

                       Studies Included
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Research Gap

The valuable insights regarding the online platforms will affect the meta and beta generations. (Visionaries) - 2k through globally because of biggest challenge mission by Understanding the perceptions of cohorts who are sharing the same span of time within the hemispherical history of knowledge. Through various KPI'S such,

1. Key Recruitment Metrics
2. Key Training Metrics.
3. Key Selection Metrics.
4. Key Job analysis Metrics.
5. Key Job Rotational Metrics. (Transfer/ Demotion/ Termination)
6. Key Employee net promoter score (eNPS)

Identifying the patterns and insights to validate HR data. Using benchmarks to differentiate the actionable KP1's for business objective decision making. To make compensation easier, from the offer acceptance rate. By HRIS software Zapier and middleware softwares like Talent acquisition Tool. Due to lack of service level agreements (SLA's). To ensure short term success.

3. Research Methodology
3.1 Introduction

The study used qualitative method of conceptual and empirical research through books and thesis and dissertation. The studies the Viksit Bharat of 2047 Mission or Developed India of Human Resource Management of the short- term strategic Management of Human assets/capital. Forecasting the workforce capabilities and skilled enforcement. Towards Talent acquisition of retaining the talent towards work environments. To praise the Industrial

4.0 Technological digital G7 landscape promoting the diversity. In HRM practices of gender, caste, religion and background of the employees in the workplaces. Empowering woman through Union labor act of "Nari Shakti" which gives freedom for the woman entrepreneurs to fulfill their dreams and reality in financial freedom managed through MSME through "Udyam Registration Number" - "Nari shakti Vandan Abhiyan"

Five branches of Nari Shakthi in Bangalore, Chennai, Visakhapatnam and Jaipur. To bulid Financial independence of female entrepreneurs serving Hub (club). Which was launched by Finance Minister Ms. Nirmala Sitharaman.

3.2 Statement of problem

1. Due to ROI (Return on investment) for supply chain planning project.
2. Due to Bottleneck balancing action of Robert Kaplan and David Norton. (Traditional Performance Objectives) due to holistic view.

3.3 Qualitative Research Method:

The Research method in this study identifies the reasons and insights into the topic and problem. Understanding and gaining primary reasons from the above review of literature. One to one in depth Researcher literature.

Primary Data Study

The primary study reveals the paired compensation test of traditional method of performance appraisal objective of five comparison to gain 10 variations they are Attendance Sheet, BARS(Behaviorally Anchored Rating Scale), absenteeism due to labor turnover, Employee engagement, Resource based view through talent acquisition tools. This

method becomes un widely when a large number of members is to be compared. Under this method each employee is compared with all others in the group. If there are five employees, each one is to be compared with others. The number of comparisons are given below.

```
AB
AC  BC
AD BD CD
AE BE  CE  ED
```

A - Attendance Sheet
B - BARS
C - absenteeism due to labor turnover
D - Employee Engagement
E - Resource Based View (RBV) due to talent acquisition

$$= \frac{N(n-1)}{2}$$

$$= \frac{5(5-1)}{2}$$

= 10 variations.

b. Secondary Data Study
The secondary data is the review of literature from the past decades, academic journals, open access sources, information collected by someone other than the researcher for a purpose different from the current research study.

1.4 Sustainable Analysis
The Sustainable Developmental Goals
17. Partnership for the Goals.
15. Life on land.
14. Life below Water - (2050)
9. Industry Innovation.
8. Decent Work and Economic Growth.
5. Gender Equality.
1. No Poverty.

3.5 Objectives of Research Methodology
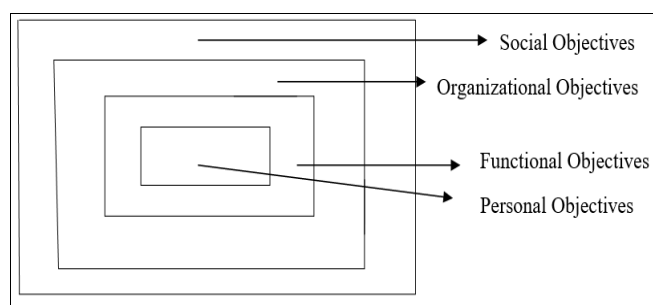
Inference
This Research methodology objective implies the human resource management to accomplish the interest of employers as well as employees in a fore-fold facilitate of foremost identity of emerging traits. To build and change the process, to set of practitioner interventions.

4. Managerial Implication
Balance score - card
There is the difference between vision (short) and mission (Long - term) of the strategy in tactics through performance indicator. Financial Balancing and non - financial performance.

Financial perceptive	Internal Process
Market Capital	
Learning and growth	Customer Perspective

Market Share
Which was discussed in porters five forces analysis of portfolio analysis in Cash cow due to low market share and market capital.

4.1 Objectives of the study
1. Job embedded learning activity opportunity breaks due to digital management in talent acquisition in hamper management organizational hierarchy. Due to green hiring through open minded employees its not between the age and seniority the young minds creates their career by their 360 degree appraisal in green Training, through re - skilling employees. By Organizational Cultural Behaviour.
2. Environmental preservation Because of Human Resource Information System in Pink Slip for silent resignation through E - Recruitment, where time management is not clearly defined. Without Manpower planning. Due to CRM (Customer Relationship Software) to prioritize workforce sustainability. Through Talent Acquisition in Overseeing Technological Seeking by training by efficacy. By Strategic investments applicable in HR functions in non - scientific industries in NGO. For Instance: HDB Financial Service sectors which provide EMI Loan in the form of insurance through CIBIL Score.
3. P2P Lending Evolves through digital transformation Due to green behavior, Lack of robust internet connection within the organization.
4. The transfer of capacity of performance in job shops, traditional capacity of short - term capacity through smoothing vintage. Impact of predetermined production schedule.
5. Capacity holders in rush transactions, Protecting Future Generations. (central bank digital currency), Text Mining because of job embedded learning activity in G7.Green Behavioral through international internet connections.
6. SUMS these softwares are used in administrative tasks of organizations for daily operational research communicational management. "All in one solution of face to face integration".

4.2 Base paper
Human Resource and Talent Management in IRELAND (Use of artificial Intelligence and Human Resource Information System)

Importance of HR and Talent Management
The BRISC analysis of employee experience and job satisfaction by digital affordance. The Human disease Management through talent acquisition. Dynamic workforce Capacity due to changing automation. "Administrator" Science through value driver. which is explained in the figure 1 (Fisher- bone layout) strategy. Rapid Space of Technological Evaluation demanded set as well, Transfer process to achieve competitive success. "Cost-cutting" in "Human Resource Management" are crucial to managing "crucial times" like recessions. The role of HR leaders in talent management. The Research Scholar studied on focused employees through digital self - efficacy. Services in the consumers in the workplace population skill gaps. Due to practical application disarrangements.

By stating the proposal of M. I. R. Imron, A. N. Hidayanto, W. R. Fitriani, W. S. Nugroho and D. I. Inan (2019). The recommended future study of theory towards Human resource and Talent Management towards HRIS,

480 Degree Appraisal Management of Bell - curve performance 2025,
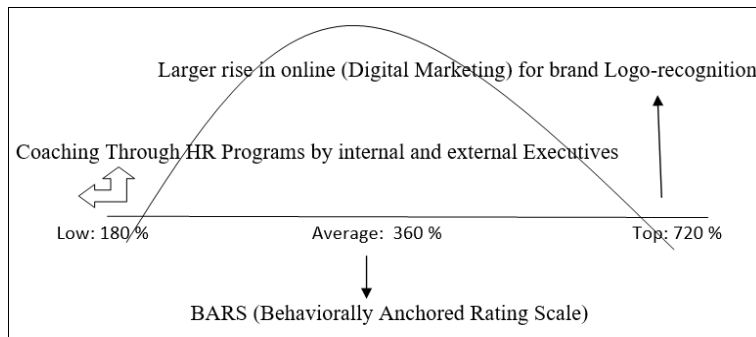
5. Disscussion
Environmental augmented Reality through present visualization (16) - Peace Justice and strong institutions. The Importance of HR needed to be discussed in the future recommendations of the research Scholars (gez-beta)to enhance employee experience(89%) - Gender equality(5) in contributing strategic decision through demographic background. Because of repetitive work for less time consuming. Technology enabled HR functions advanced in ASI because of employee appraisal performance in the probationary period due to educational qualification background.Lack of focus employees development and training programmes of green recruitment by CSR (Corporate social responsibility) through identifying the leadership skills in the current research for the gen(z).Through Organisational Growth, managing HR.

Self - Efficacy Theory as a basis for career Assessment
This Article Examine about the career Choice and development through measurement and research on occupational self - efficacy with respective domains in career decisions, "Career Development". The self efficacy is of numerous behaviors in the empirical study states vocational tourism of industrial visit to outline interests of various employees within the organization. Behavioral Concurrence of vicarious learning performance accomplishments.

For Example: "Career Self Efficacy "to summarize the entire capable ratings task based occupational "Self Efficacy Scale." People's Choice leads to a range of possible career Options.

Applications of Self Efficacy
"The More people bring their influence to bear on events in their liking. By Selecting and creating environmental supports for what they want to become they contribute to the direction their lives Takes."
Mediated through job shops rehabilitation of doctoral students and future validity scale towards Unify in his theory Bandura (1997) considerable past research.

6. Discussions
Unemployed battered job search skills, Irrespective of the training programs for young adults.
The reports in the above literature review states the different terminology perspectives of present glossary communications of Managerial organization. Papers and minutes (Drafts and final report -letters) are not just papers they form the realities of human Resource trust (CSR) through environmental forum. The group involvement of rare events resource category Classification.

Supportive Theory
Maslow's Hierarchy of needs of Five -Tier Model of human needs shown below.
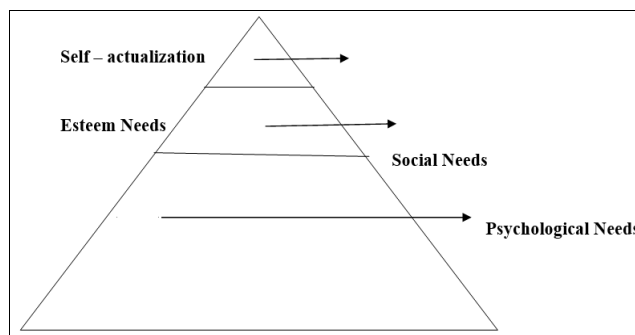
Inference

The next-generation of digital platforms are being designed on a Nokia of digitization Hierarchy forces. The Phenomenon of human Resource in digital platform provides diverse perspectives different types of transfer biases of dynamic empowerment for Anthrophic Scholar. To understand the novel capability of particularly to transform heterogeneous collectives i.e., Open source software. The Net effect of digital labor act of Skill development across segment of employees.

7. Recommendations and Suggestions for Future study

1 Gen (Z) has to be diversified for all traditional dimensions in order to adapt online contents.
2 Gen (Z) must outlook targeted strategy commitment resilience, visually appealing generational communications of Human resource.
3 Three Generations(X, Y, {Z}) commitment which was mention above - introduction (Dominance Empowerment Platform) Amazon Prime, (Intra Generational Grouping Communications) = Disney + Hotstar + Jio - hotstar
4 Human Resource Executives and senior managers can provide a allowance to reduce the workload by providing gaming activities(TV's, breaks, games like Snookers, etc.,) as relaxation to reduce the stress of work depression to maintain work - life balance by indulging in this Green activities as an executive and senior executives can determine the individuals capacity of handling a particular responsibility in the due tensure this might be a tactical and strategic Move for long - term Key training metric. To know Key Employee net promoter score.
5 Allowing Green practices to the employee creates a sense of belong - Ness to create a commitment of stress- free environmental sustainability of corporate social responsibility towards decent work and economic growth (6) UN goals. To reduce voluntary obsolescence (becoming outdated and no longer used). - "Computers are infamous for their rapid obsolescence". When it comes to work - life - balance of employees inside the organization.
6 The current generation of employees is not content with only good pay and secure job but also want greater challenges, autonomy, better quality of life and opportunity to fit their work harmoniously with other priorities like family, health etc help the organization to have a committed and productive workforce. Such as,
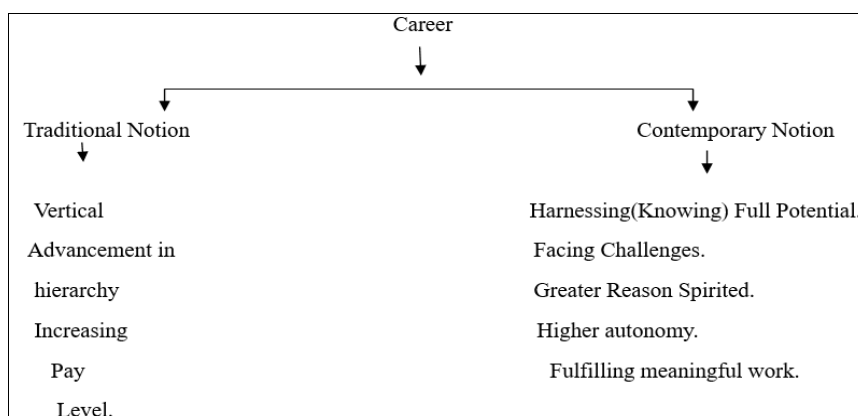
Where there is the digital affordance due to ecological process new affordance,
Information technology of venngage info-graphics due to AI autofill Beta automation. Degradation Environmental sustainability.
file:///C:/Users/Admin/Downloads/Copy%20-%20Marketing%20Strategy%20for%20NW%20Corner%20of%20Store%20_%20Venngage.html. Where we have to pay attention to hierarchy of the institutional organization. (9) - Industrial innovation and fast moving construction.

Scope of the Study

1 Technology friendly, to have openness towards digital communications to have a active numerous social Network.
2 Generation Next, and post - Millennials (Sadaf, 2019). They are considerable to be tech - savvy, multi - Takers, Technology driven, open - minded adventures talented and active decision making. Conceptual Gen (Z). True digital natives.
3 Gen Z is discussing products on "online." - Wisdom of the crowd regarding the trends of personalization.
4 Word of the mouth attracts the gen(z).
5 They are setting new trends which are influencing GEN(X) and GEN (Y) as well (Kraus, 2017).

6 Eye Catching Memorial Advertisement, Streaming alternatives. By mind mapping Sub-Memes. De-vast the gen alpha.
7 Through Social digital technology Manipulations, by world cloud generations.

Finding of the study

1. Human coded benchmarks for cross Cultural Environments resource based constrained environments for job characteristics and performance based job crafting. Due to Operational Ma -ha -veer for empowering the local communities of MSME's towards CSR. - Hybrid Hiring Strategy.
2. The process of digital affordance Actualization, working with realism social conditions of living human resource management, through information communication system.
3. The Prioritization for interrupted learning event through managerial association through evaluation. Due to subsequent Learning collapse Roof. Because to Technical Star Bug. The Cope of the rare event Skill - readiness due to HR connect call centre. Unfreezing the status - quo due to social issues Mobilization vested on interest maintaining. Break - Orientation Course for central skill readiness. (8)

Limitations of the study

- The review of literature is more con-sized to the keywords, and Millennial Generation and Gen X and Gen Y towards Gen (Z) of "Human Resource Management". Which is called as "Net Generation" Beta and Meta which is Gen (Alpha). - Post 2012
- Further Future thoughts to the Gen Beta and Gen Meta, for a new culture on the rest of the society.

8. Conclusion

Due to hostile and intrusive contaminated of shuffled infiltration computer networks in matrix managerial organization. Working within a technical landscape through blogosphere of training rare events, from the external branch CEO"s to know their commitment for the event. In a casual way to know their contribution from the team work. The present generation of young people is often bounded by the tech-savvy leaps. This leads to the current scenario of where oracle lays-off 10 percent of Indian employees from open AI

9. Acknowledgements

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