

# The Role of Digital HRM in Enhancing Faculty Development in Higher Education Institutions

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## **Abstract**

*Digital transformation has significantly influenced the management of human resources in higher education institutions. Digital Human Resource Management (Digital HRM) integrates technologies such as e-recruitment, online training platforms, HR analytics, and digital performance management systems to enhance HR functions. This study examines the role of Digital HRM in improving faculty development in higher education institutions. The researcher use primary data collected through a structured questionnaire distributed to faculty members. The findings indicate that Digital HRM practices improve faculty skills, teaching effectiveness, and professional development opportunities. The study concludes that the adoption of digital HR systems contributes to the overall efficiency and quality of higher education institutions.*

**Keywords:** *Digital HRM, Faculty Development, Higher Education Institutions, E-HRM, Digital Transformation*

## **Introduction**

Human Resource Management plays a crucial role in managing academic staff in higher education institutions. Faculty members are responsible for teaching, research, and academic development. Therefore, effective HR practices are essential for improving faculty performance and institutional quality.

With the rapid advancement of digital technologies, traditional HR practices are evolving into Digital HRM. Digital HRM uses information technology, online platforms, and data analytics to manage HR activities such as recruitment, training, and performance evaluation.

Digital HR systems enable universities to provide online training programs, digital performance assessments, and collaborative platforms for faculty members. These technologies help institutions improve faculty productivity and professional development.

The integration of digital HR systems also enhances decision-making and administrative efficiency within academic institutions.

### **Objectives**

- To examine the concept of Digital HRM in Higher Education Institutions.
- To analyze the role of Digital HRM in faculty development.
- To study the impact of digital HR practices on faculty performance.
- To identify challenges in implementing Digital HRM systems.
- To suggest measures to improve Digital HRM practices in higher education institutions.

### **Research Methodology**

#### **Research Design**

The study adopts a descriptive research design to analyze the role of Digital HRM in faculty development.

#### **Data Collection**

The study uses both:

- Primary data
- Secondary data

Primary data was collected directly from faculty members, while secondary data was obtained from journals, books, research articles, and reports.

## Data Collection

Data collection is an important stage in research that helps researchers gather information relevant to the study.

In this study, primary data was collected through a structured questionnaire distributed to faculty members working in higher education institutions

## Sampling Design

### Population

The population of the study includes faculty members working in higher education institutions.

### Sample Size

For the purpose of the study, 120 faculty members were selected as respondents.

### Sampling Technique

The study uses simple random sampling method to select respondents from different departments.

## Data Analysis Tools

The collected data were analyzed using statistical tools such as:

- Percentage analysis

## Percentage Analysis

Percentage analysis is used to interpret the data collected from respondents by converting the responses into percentages. It helps to understand the distribution of responses clearly.

**Table 1 Distribution of Respondents by Gender**

Gender	Number of Respondents	Percentage
Male	70	58.3%
Female	50	41.7%
<b>Total</b>	<b>120</b>	<b>100%</b>

## Interpretation

The above table shows the gender distribution of respondents. Out of 120 respondents, 58.3% are male faculty members and 41.7% are female faculty members. This indicates that the majority of respondents in the study are male faculty members.

**Table 2 Distribution of Respondents by Teaching Experience**

Teaching Experience	Number of Respondents	Percentage
Below 5 Years	35	29.2%
5 – 10 Years	40	33.3%
10 – 15 Years	25	20.8%
Above 15 Years	20	16.7%
<b>Total</b>	<b>120</b>	<b>100%</b>

## Interpretation

The table indicates that 33.3% of the respondents have 5–10 years of teaching experience, which is the highest category. 29.2% have below 5 years of experience, while 20.8% and 16.7% have 10–15 years and above 15 years of experience respectively.

**Table 3 Opinion on Digital HRM Improving Faculty Development**

Response	Number of Respondents	Percentage
Strongly Agree	40	33.3%
Agree	45	37.5%
Neutral	20	16.7%
Disagree	10	8.3%
Strongly Disagree	5	4.2%
<b>Total</b>	<b>120</b>	<b>100%</b>

## Interpretation

The above table shows faculty members' opinions regarding the impact of Digital HRM on faculty development. 37.5% of respondents agree and 33.3% strongly agree that Digital HRM improves faculty development. Only 8.3% disagree and 4.2% strongly disagree, indicating that most faculty members have a positive perception of Digital HRM practices.

## Findings

- The majority of faculty members are aware of digital HRM practices implemented in higher education institutions.
- Most respondents agree that digital HRM tools improve faculty development and professional growth.
- Online training programs and digital learning platforms help faculty members enhance their teaching skills and knowledge.
- Digital performance appraisal systems help institutions evaluate faculty performance more effectively.
- Digital HR platforms improve communication and collaboration among faculty members.

## Suggestions

- Higher education institutions should invest more in advanced digital HR technologies.
- Universities should conduct regular digital training programs to improve faculty digital skills.
- Institutions should implement HR analytics systems for better decision-making.
- Faculty members should be encouraged to participate in online workshops and professional development programs.
- Government and educational authorities should support digital transformation in higher education institutions.

## Conclusion

Digital Human Resource Management has become an essential component in the management of faculty members in higher education institutions. The adoption of digital HR technologies helps institutions improve recruitment, training, performance evaluation, and communication processes. The findings of the study indicate that digital HRM plays a significant role in enhancing faculty development by improving professional skills, increasing productivity, and supporting continuous learning. Faculty members benefit from digital training platforms, online performance evaluation systems, and collaborative digital environments.

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