The Role of Information Technology in Improving Human Resources Career Development

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Abstract
The ubiquity of information technology in contemporary society has made it an indispensable component in various fields. The importance of information technology in the advancement of human resource careers is gaining momentum in the current era of globalisation and rapid technological development. The impact of information technology on the business environment has resulted in significant changes in the management of human resources in organisations. The purpose of this study is to examine the influence of information technology on HR career progression, investigate related barriers and prospects, and provide pragmatic recommendations for companies to proficiently adopt and implement information technology in HR career progression. The main focus of this research was largely qualitative in nature. The methodology for acquiring data requires a rigorous approach in observing and documenting data, which is then subjected to analytical techniques such as data reduction, visualisation, and inference to extract significant findings. The research findings indicate that the utilisation of information technology is significantly interrelated and plays an important role in enhancing the professional career growth of human resources. Moreover, the findings also indicate that the field of information technology facilitates easy retrieval of information, provides avenues for distance education, enables networking among professionals, and offers tools to enhance productivity. This facilitates human resource departments to augment their skill sets, expand their knowledge base, build professional connections, and enhance existing career prospects.

Keywords: Information Technology, Career, Human Resources

Abstrak
Adanya teknologi informasi di mana-mana dalam masyarakat kontemporer telah menjadikannya komponen yang sangat diperlukan di berbagai bidang. Pentingnya teknologi informasi dalam kemajuan karir sumber daya manusia semakin mendapatkan momentum di era globalisasi dan perkembangan teknologi yang pesat saat ini. Dampak teknologi informasi terhadap lingkungan bisnis telah menghasilkan perubahan signifikan dalam pengelolaan sumber daya manusia dalam organisasi. Tujuan dari penelitian ini adalah untuk menguji pengaruh teknologi informasi terhadap perkembangan karir SDM, menyelidiki hambatan dan prospek terkait, dan memberikan rekomendasi pragmatis bagi perusahaan untuk secara mahir mengadopsi dan melaksanakan teknologi informasi dalam pengembangan karir SDM. Fokus utama dari penelitian ini sebagian besar bersifat kualitatif. Metodologi untuk memperoleh data memerlukan pendekatan yang ketat dalam mengamati dan mendokumentasikan data, yang kemudian dilakukan dengan teknik analisis seperti reduksi data, visualisasi, dan kesimpulan untuk mengekstrak temuan-temuan yang signifikan. Temuan penelitian menunjukkan bahwa pemanfaatan teknologi informasi saling berkaitan signifikan dan memainkan peran penting dalam meningkatkan pertumbuhan karir profesional sumber daya manusia. Selain itu, temuan juga mengindikasikan bahwa bidang teknologi informasi memfasilitasi pengambilan informasi dengan mudah, memberikan jalan untuk pendidikan jarak jauh, memungkinkan jaringan di antara para profesional, dan menawarkan alat untuk meningkatkan produktivitas. Hal ini memfasilitasi departemen sumber daya manusia untuk menambah keahlian mereka, memperluas basis pengetahuan mereka, membangun koneksi profesional, dan meningkatkan prospek karier yang ada.

Keywords: Teknologi Informasi, Karir, Sumber Daya Manusia

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INTRODUCTION
The significance of information technology in the advancement of human resource (HR) career development is progressively gaining prominence in the current era of globalisation and swift technological progress [1]. The impact of information technology on the business environment has resulted in significant changes in the management of human resources within organisations [2]. In order to maintain competitiveness and flourish amidst a swiftly evolving landscape, entities must possess the
capability to proficiently implement and utilise information technology [3]. The professional growth of individuals is a crucial element in the achievement of organisational objectives [4]. Enhancing one's skills and knowledge can result in a more significant and valuable contribution to the organisation [5]. Notwithstanding, conventional career development procedures may entail significant time and financial resources [6] [7] [8]. The utilisation of information technology has the potential to mitigate certain obstacles and enhance career advancement opportunities within the field of human resources [9].

Primarily, the field of information technology facilitates convenient accessibility to information and educational materials. The advent of the internet and online learning platforms has enabled HR professionals to access learning materials, online courses, and other resources in a flexible and independent manner [10]. Individuals have the ability to acquire knowledge based on their specific requirements and remain up-to-date with the most recent advancements in their respective domains. Moreover, the utilisation of information technology facilitates HR collaboration and knowledge sharing. Human resources professionals can engage with their peers, exchange insights, and acquire knowledge from one another by utilising social media, virtual forums, or collaborative platforms [11]. This facilitates the expansion of networks and opportunities for the development of interpersonal skills and knowledge.

Moreover, the utilisation of information technology enables the monitoring and evaluation of human resources performance to be more efficient. Performance management systems that rely on information technology can be employed to evaluate the performance of individuals, pinpoint areas of proficiency and deficiency, and strategize suitable career advancement. This facilitates the identification of existing talent within organisations and the allocation of resources towards optimal career development strategies. Information technology has the potential to enhance accessibility and flexibility in the pursuit of career opportunities. Through the utilisation of online job search sites, freelance platforms, and online professional networks, human resources personnel are able to investigate diverse career prospects, potentially extending beyond their local region. Individuals have the potential to establish connections with novel prospects, broaden their scope within the job market, and enhance their professional mobility.

Nevertheless, the implementation of information technology in enhancing HR career development may encounter various potential obstacles. The first is limited access. There exists a disparity in the access to information technology among various members within an organization. There exists a potential scenario wherein a limited proportion of individuals possess comprehensive access to the necessary information technology resources essential for the advancement of their professional pursuits. This phenomenon has the potential to create a disparity between individuals who have access to resources and those who do not, thereby impeding the attainment of fair and equal career advancement prospects. Secondly, there is a lack of training. Despite the implementation of IT within organizations, it is possible that employees may lack the requisite knowledge and skills necessary to effectively utilize the available IT tools and systems. Insufficient training can impede employees' capacity to effectively utilize technology for the purpose of advancing their professional growth. The implementation of training and educational initiatives is imperative to ensure that employees acquire and proficiently utilize information technology. In addition, regarding over-reliance. The excessive dependence on information technology in the context of career development may yield adverse consequences. If organizations excessively depend on automated IT systems for evaluating employee performance, there is a risk of neglecting the qualitative aspects and growth opportunities of individuals. In certain instances, the field of information technology is only capable of offering restricted data and information, which is insufficient to entirely supplant the human element in the identification and cultivation of talent. Finally, insecurity and privacy. The integration of IT within the realm of HR career development presents inherent concerns regarding security and privacy. It is imperative to ensure the stringent protection of sensitive personal data pertaining to employees, including but not limited to their performance history, salary details, and career aspirations. Inadequate safeguarding of this data may result in security vulnerabilities and privacy infringements, which have the potential to negatively impact the rapport between the organization and its employees. It is crucial to comprehend these obstacles in order for organizations to effectively address and alleviate their adverse consequences. By acknowledging and mitigating these obstacles, the utilization of information technology has the potential to significantly augment career advancement in the field of human resources.

Therefore, it is imperative for organisations to comprehend and exploit the function of information technology in augmenting career development within the realm of human resources. The present study endeavours to examine the influence of information technology on career advancement within the HR field. It seeks to investigate the
potential obstacles and prospects that are associated with this phenomenon, and to furnish pragmatic recommendations for organisations to successfully integrate and execute information technology in HR career development.

RESEARCH METHOD

This research did not require the acquisition of primary data through comprehensive field research. The researchers chose to use secondary sources and conduct laboratory analyses. The researchers consulted various sources to conduct the investigation properly. The research used a methodical approach to obtain information by conducting comprehensive searches in digital media and scientific databases, using keywords relevant to the topic presented. The topic covered relates to the role of information technology in enhancing HR career development. The researchers used a versatile search methodology, which allowed them to utilise a wider range of physical and electronic sources to obtain the required data. The time savings that occur are very beneficial to our organisation. The statements made are supported by scholarly sources such as ResearchGate, Elsevier, and Emerald Insight, among others. The main objective of this study was to investigate the role of information technology in enhancing HR career development. The author uses keyword emphasis as a means to limit the scope of the discussion and ensure coherence in the arguments presented. To achieve this goal, qualifying terms are used. The focus of this research revolved primarily around academic literature, including journal articles and essays published after 2015. During the search process, different keywords were used to explore various online databases. It is noteworthy that the scope of this research is limited to articles, journals, and publications that are considered relevant to the topic of the role of information technology in enhancing HR career development. This analysis did not include papers, journals and magazines that did not have direct relevance to the subject matter. In general, the integration of the 38 works cited in this article provides a broad and thorough examination of the topic at hand.

The present investigation pertains to the domain of qualitative research. During the process of data collection, two methods employed were active listening and comprehensive documentation of all relevant information. The aforementioned methods were employed to ensure a comprehensive investigation, encompassing data reduction, data presentation, and conclusion formulation. The principal aim of this study was to enhance our comprehension of the scrutinized literature. Systematic organization, classification, and refinement of collected data were necessary during the data reduction phase to obtain valuable insights and significant outcomes. Due to the intricate and diverse nature of the data, analysis was necessary during the reduction process. During this phase, our main focus was to optimize the content by identifying its most significant components in anticipation of the ultimate objective. Initially, a total of 50 distinct resources were collected. The initial methodology generated a numeric variable exhibiting a variance of 38 units. Furthermore, the utilization of visual aids such as graphs and charts will be integrated to facilitate comprehension of the data that is being presented. The subsequent phase of the data reduction procedure entails methodically arranging the data in a structured format to enhance comprehensibility and expedite deduction. Field notes are a form of written communication that is extensively employed for the purpose of conveying information. The utilization of this representation style has the potential to enhance the organization and categorization of data within relational frameworks. During the conclusive phase of an inquiry, researchers derive logical inferences based on the obtainable evidence. The measures mentioned have led to the attainment of a comprehensive methodology for analyzing qualitative data. Following the reduction and presentation of data, a thorough analysis was conducted to ensure alignment with the objectives of the study. The data that has been gathered will undergo analysis to detect patterns, commonalities, and variations that can be leveraged to devise remedies for existing issues. The outcomes derived from these sources are widely considered to be highly reliable. The objective of this undertaking is to accumulate reliable information that can be utilized to enhance comprehension.

Figure 1. Research Method

RESULTS AND DISCUSSION

The advent of information technology (IT) has exerted a noteworthy influence on diverse facets of human existence, encompassing the professional advancement of human resources (HR) [12-21]. In the contemporary digital age, Information Technology (IT) has emerged as a crucial element in enhancing efficiency,
productivity, and individual competencies in the realm of employment. The utilisation of information technology (IT) holds significant relevance in various facets of human resources (HR) career advancement.

Initially, information technology facilitates expedient and effortless access to the necessary information for professional advancement [22]. Historically, individuals seeking information regarding career prospects, advanced education, or professional certifications would have been required to collect data from a variety of sources, including books, periodicals, or workshops. Nevertheless, due to the progress of information technology, said data can be readily obtained via the World Wide Web [23]. Various resources, including corporate websites, e-learning platforms, expert forums, and social media, offer convenient access to information pertinent to career advancement. Therefore, the human resources department can acquire enhanced comprehension regarding prevailing patterns in the industry, necessary competencies, and potential prospects.

Furthermore, Information Technology (IT) facilitates the development of skills and enhancement of competencies. Numerous e-learning platforms offer online courses and remote training that are accessible to all [24]. Individuals can acquire and enhance their professional competencies by utilising various technological tools, such as educational videos, simulations, and interactive materials [25]. Moreover, through functionalities such as video conferencing, webinars, or video calls, professionals have the opportunity to engage in real-time training sessions with subject matter experts without the need for physical proximity. This creates prospects for individuals who face limitations in terms of location or schedule to attain high-quality education. Moreover, Information Technology (IT) has revolutionised the process of job searching and communication with recruiters [26]. The utilisation of recruitment websites and online platforms has emerged as a prevalent approach for organisations to disseminate job openings and explore prospective candidates. These platforms enable human resources professionals to conveniently search and submit job applications, upload their resumes, and electronically communicate with recruiters. This expedites and streamlines the process of searching for employment opportunities, and empowers individuals to oversee their professional profiles via the internet.

Furthermore, it facilitates the establishment of professional connections. The utilisation of professional social media platforms, such as LinkedIn, has emerged as a significant means of establishing connections with peers, mentors, and other professionals within a shared industry. Organisations’ human resource departments can leverage these networks as a means of exchanging knowledge, acquiring valuable insights, and pursuing collaborative endeavours or career prospects [27]. Moreover, Information Technology facilitates the establishment of professional networks [28]. The utilisation of professional social media platforms, such as LinkedIn, has emerged as a significant means of establishing connections with peers, mentors, and other professionals operating within the same industry. Organisations’ human resource departments can effectively employ these networks to exchange knowledge, acquire valuable perspectives, and explore opportunities for collaboration or career advancement. Moreover, virtual discourse communities and trade forums provide a platform for experts to engage with cohorts who possess analogous interests and objectives. By means of these interactions, individuals have the ability to establish robust relationships, stay abreast of the most recent advancements in their respective domains, and acquire valuable guidance and mentorship.

Moreover, Information Technology (IT) has transformed the approach of organisations towards Human Resource (HR) management [29]. The implementation of IT-enabled human resource management systems (HRMS) and performance management systems (PMS) facilitates the management of employee information, encompassing personal data, work history, performance, and career development, within organisations [30]. By implementing such systems, the human resources department can enhance their ability to monitor career advancement and accurately pinpoint areas for employee growth and development. Moreover, the utilisation of information technology (IT) facilitates the application of analytical and artificial intelligence (AI) tools to scrutinise human resources (HR) data [31]. This can aid organisations in devising strategic plans for career advancement and maximising the utilisation of their current human capital. Moreover, the field of Information Technology (IT) has generated novel prospects for Human Resources (HR) through the emergence of job roles that were previously nonexistent. The advent of technological advancements, including but not limited to artificial intelligence, data analytics, blockchain, and the Internet of Things (IoT), has resulted in a surge in the need for specialised technical expertise [32]. Professions such as data analytics,
cybersecurity, application development, and IT project management have garnered significant interest among individuals seeking employment opportunities. The development of one's career in the field of human resources entails the acquisition of pertinent information technology competencies and the ability to adjust to the ever-changing trends within the industry.

It is imperative to bear in mind that although Information Technology (IT) assumes a crucial function in the advancement of Human Resources (HR) careers, the human element remains paramount. The possession of interpersonal skills, leadership qualities, effective communication abilities, and adaptability to change are essential factors that contribute to achieving success in one's career [33]. Information Technology (IT) has the potential to enhance efficiency and accessibility in the realm of career development. However, it is important to note that personal effort and dedication towards learning and development continue to be crucial factors.

In general, the significance of information technology in augmenting career development within the realm of human resources is noteworthy [34]. The advent of information technology has revolutionised the manner in which individuals advance their professional trajectories, ranging from streamlined access to information and online educational resources to expedient job searches and the cultivation of robust professional networks.

In the dynamic landscape of the digital age, it is imperative for human resource professionals to prudently embrace and leverage information technology. Several measures can be implemented to augment the career development of HR professionals through the utilisation of information technology, such as:

A. Improve digital literacy: It is imperative for the human resources department to cultivate proficiency in utilising information technology to achieve organisational objectives. Proficiency in information technology tools, adeptness in online information retrieval, and utilisation of collaborative tools like electronic mail, video conferencing, and electronic learning platforms are essential competencies.

B. Search for online resources: Personnel management can conduct research on websites, blogs, forums, and online educational platforms that are pertinent to their particular industry and area of expertise. Individuals have the option to pursue career development by subscribing to blogs or social media channels that are dedicated to this purpose, enrolling in online courses, or becoming members of professional discussion groups. This will enable individuals to remain up-to-date regarding current trends, optimal methodologies, and prospects for professional advancement.

C. Take online training: E-learning platforms provide a diverse range of courses and training programmes that can enhance competencies and expertise in the targeted domain. The human resources department can proactively identify pertinent training programmes and leverage such opportunities to augment their skill sets.

D. Build a strong online profile: The utilisation of professional social media platforms, such as LinkedIn, holds significant value in the establishment of career profiles and networks. It is imperative for the human resources department to ensure that their profiles accurately and distinctly showcase their accomplishments, competencies, and professional background. Individuals may consider joining industry-specific associations to engage in discourse and broaden their professional connections.

E. Using productivity apps and software: Numerous applications and software are available to assist human resource professionals in scheduling, task management, and enhancing efficiency. Through the utilisation of these tools, individuals can optimise their time and resources in the pursuit of career development.

F. Attend webinars and online conferences: Numerous organisations and professionals within the industry conduct virtual webinars and conferences that address subjects pertinent to the advancement of one's career. The human resources department can avail themselves of the opportunity to actively engage in listening to informative presentations, acquiring valuable insights, and engaging in meaningful interactions with other esteemed experts and professionals within their respective field.

G. Utilise online mentorship: In contemporary times, it is feasible to conduct mentorship activities through online platforms. Human resource professionals have the opportunity to leverage online platforms to identify and engage with seasoned mentors and subject matter experts in their respective fields. By tapping into the knowledge and guidance of these individuals, HR practitioners can effectively cultivate their professional development and advance their careers.
The utilisation of information technology can facilitate the career advancement of human resources by enabling them to enhance their knowledge and skills, broaden their professional networks, and accelerate their professional growth [35] [36]. It is imperative to bear in mind that information technology serves as a means to attain career advancement objectives, rather than an ultimate end in and of itself.

Furthermore, it is important to consider that the implementation of information technology poses various obstacles and modifications that human resources personnel must successfully navigate. The expeditious advancement of technology necessitates proficient adaptability [37] [38]. It is imperative for the human resources personnel to remain abreast of the most recent advancements in information technology and enhance their competencies as per the requirement. Furthermore, it is crucial for individuals to comprehend the ethical and societal ramifications of utilising information technology within the realm of professional advancement.

It is imperative to bear in mind that although information technology can offer significant benefits in professional advancement, there exist additional determinants that impact career success, including commitment, diligence, social aptitude, and ethical principles. In the pursuit of a successful career, information technology serves as a singular facet within a comprehensive strategy for professional advancement.

To conclude, the utilisation of information technology is of paramount importance in augmenting the professional growth of human resources. The field of Information Technology (IT) has significantly transformed the career development landscape for human resources professionals. This is evident in the increased availability of information, online learning platforms, professional networking opportunities, and streamlined employee data management processes. The proficient and sustainable utilisation of information technology can enable human resources to augment their competencies, broaden their networks, and attain greater success in their professional pursuits amidst the constantly evolving digital landscape.

Let's further examine one of the other objectives of the topic discussed above regarding potential barriers. The significance of career development in the field of HR cannot be overstated within an organizational context. The utilization of IT has the potential to yield numerous advantages in augmenting the progression of careers in HR. Nevertheless, there exist certain potential obstacles that may emerge when utilizing information technology for this objective. The subsequent factors may serve as potential obstacles to the efficacy of information technology in augmenting career development within the field of human resources:

Access limitations: There exists a disparity in the level of access to information technology among various members within an organization. There exists a potential scenario wherein a limited proportion of individuals possess complete and unrestricted utilization of IT resources that are essential for the advancement of their professional endeavors. This phenomenon may give rise to a disparity between individuals who possess access to resources and those who do not, thereby impeding the attainment of fair and equal career development opportunities.

Lack of training: Despite the implementation of IT within organizations, it is possible that employees may lack the requisite knowledge and skills necessary to effectively utilize the available IT tools and systems. Insufficient training may impede employees' capacity to effectively utilize technology for their professional advancement. The implementation of training and educational initiatives is imperative to ensure that employees acquire and proficiently utilize IT skills.

Over-reliance: The excessive dependence on information technology in the context of career development may yield adverse consequences. If an organization excessively depends on automated IT systems for assessing employee performance, there is a risk of neglecting the qualitative aspects and growth opportunities of individuals. In certain instances, IT may offer only restricted data and information, which cannot entirely supplant the human function of recognizing and cultivating talent.

Insecurity and privacy: The incorporation of IT in the field of HR career development presents inherent concerns regarding security and privacy. It is imperative to ensure the stringent protection of sensitive employee personal data, encompassing performance history, salary information, and career plans. Inadequate safeguarding of this data may result in security vulnerabilities and privacy infringements, which have the potential to adversely impact the rapport between the organization and its employees.

Cultural change and resistance to change: The successful integration of information technology within an organization frequently necessitates a cultural transformation. Certain employees may experience feelings of discomfort or fear in response to these changes, leading to a potential resistance towards the integration of information technology in their professional growth. The presence of a robust change strategy and efficient communication channels is
imperative for organizations to successfully navigate and surmount the obstacles that may impede progress.

It is crucial to comprehend these obstacles in order for organizations to effectively address and alleviate their adverse consequences. By acknowledging and effectively dealing with these obstacles, the utilization of information technology has the potential to significantly augment career development in the field of human resources. The following measures can be implemented to address these obstacles:

- Improve accessibility: It is imperative for organizations to guarantee equitable access to the necessary information technology resources among all employees, in order to facilitate their career advancement. The accomplishment of this objective can be facilitated through the provision of sufficient infrastructure, encompassing essential hardware and software components, in addition to a reliable internet connectivity. Organizations may also contemplate the adoption of a Bring Your Own Device (BYOD) policy, wherein employees are permitted to utilize their personal devices.

- Training and education: Ensuring employee engagement in suitable training programs is crucial for fostering the acquisition of requisite knowledge and skills in utilizing information technology for professional advancement. Training encompasses the utilization of specialized information technology tools and systems, the practice of data analysis, the mastery of project management techniques, and the cultivation of digital communication proficiencies. Investing in ongoing education and professional development initiatives can effectively mitigate deficiencies in IT knowledge and competencies.

    Finding a balance between IT and people: It is imperative to acknowledge that the complete substitution of individuals by information technology in the realm of career development is not feasible. Organizations must achieve a harmonious equilibrium between leveraging IT for the purposes of automation and efficiency, while concurrently empowering their employees to exercise qualitative judgment and tap into their human knowledge in decision-making processes. This can be achieved through the incorporation of IT in conjunction with a management strategy that prioritizes employee growth and fosters transparent communication.

- Data security and privacy: It is imperative for organizations to establish robust policies aimed at safeguarding the security and privacy of employee data. This encompasses the implementation of suitable information technology security protocols, such as the utilization of data encryption, firewalls, and robust authorization systems. Furthermore, it is imperative for organizations to guarantee adherence to relevant data privacy regulations and impart comprehensive training to their employees regarding the significance of safeguarding their personal data privacy.

- Managing change and effective communication: The successful integration of information technology in HR career development necessitates the implementation of cultural transformations within the organization. Effectively managing this change necessitates the implementation of strategies such as efficient communication, active employee engagement, and robust management support. It is imperative for organizations to furnish a comprehensive elucidation of the underlying reasoning for the utilization of IT, the anticipated advantages, and the prospects for career advancement that are accessible. The importance of managerial acceptance and support, as well as the acknowledgment of employee contributions that arise from the utilization of information technology, cannot be overstated.

    By successfully addressing these obstacles, organizations can efficiently utilize information technology to augment career development in the field of human resources. It is crucial to uphold a harmonious equilibrium between the utilization of information technology and the involvement of individuals in the advancement of their careers. The following are supplementary measures that can be implemented:

    - Encourage collaboration and knowledge sharing: The utilization of information technology can effectually enhance employee collaboration and facilitate the sharing of knowledge pertinent to career advancement. Organizations have the ability to utilize collaborative platforms, such as online discussion groups, knowledge bases, or sharing portals, to facilitate employee interaction, experience exchange, and mutual learning.

    - Implement an integrated performance management system: The utilization of information technology (IT) has the potential to facilitate and enhance career advancement by means of an integrated performance management system. Organizations have the option to implement a specialized platform or software that facilitates a methodical approach to performance evaluation, goal attainment, identification of developmental requirements, and career planning. Therefore, individuals within the workforce have the ability to monitor and assess their professional advancement while also obtaining valuable input for improvement.
Utilise e-learning and online training: The utilization of information technology can enhance accessibility to online educational resources and facilitate remote training opportunities. Organizations have the capacity to offer employees access to online courses, webinars, or e-learning platforms that are pertinent to their professional growth and advancement. This facilitates autonomous learning among employees, enabling them to augment their knowledge and skills in accordance with their individual requirements.

Encourage the adoption of information technology by management: The integration of information technology into career development within an organization is crucial and warrants the active participation and endorsement of management. Managers have the ability to utilize existing information technology tools and systems in order to effectively monitor, assess, and deliver feedback to their employees. Furthermore, this fosters a cultural environment that places importance on the utilization of information technology as a means for advancing one's professional trajectory.

Evaluate and measure impact: It is imperative for organizations to consistently assess and quantify the effects of implementing information technology in the realm of human resources career advancement. This process entails the gathering and examination of data in order to comprehend the degree to which the utilization of IT has improved the abilities of employees, expedited their professional growth, and yielded the intended results. This evaluation has the potential to assist organizations in enhancing the implementation and utilization of information technology in a more efficient manner in the future.

Organizations can effectively address obstacles to the optimal utilization of information technology in HR career development by diligently adhering to the following steps.

CONCLUSION

The influence of information technology on the progression of career development in human capital is significant in nature. The discipline of information technology provides individuals with convenient methods for accessing information, opportunities for online education, platforms for professional networking, and tools for improving productivity. This process enhances the growth of human resources by providing them with opportunities to enhance their skills, expand their knowledge, establish professional networks, and capitalise on existing career opportunities. It is imperative to consider that information technology functions as a tool rather than an ultimate goal. The imperative for human resources lies in the development of digital literacy, the cautious adoption of information technology, and the continuous cultivation of distinctively human skills. The aforementioned text presents a number of suggestions that can be put into practise: First, improve digital literacy: In contemporary society, where reliance on information technology is progressively escalating, it is crucial for human resources to possess a comprehensive comprehension of pertinent technologies that are germane to their professional advancement. Second, utilise online resources: Conduct an extensive search of digital resources, including authoritative websites, informative blogs, virtual educational platforms, and social networking sites, to access valuable information, training programmes, and avenues for professional advancement. Third, build a strong online profile: Leverage social media platforms, such as LinkedIn, to establish a distinguished professional profile and establish connections with pertinent networks within the realm of career advancement.

Fourth, seize online learning opportunities: Leverage online courses and training programmes to augment your expertise and comprehension in your preferred domain. Fifth, join online webinars and conferences: Professionals in the field of human resources have the opportunity to participate in online webinars and conferences, which provide access to current insights and facilitate networking and connections with subject matter experts. Sixth, use productivity tools: Employing productivity applications and software can aid in the structuring of time, task management, and enhancement of efficiency in professional advancement. The last, maintain adaptability: The expeditious advancement of information technology necessitates the perpetual enhancement of human resources' competencies in accordance with the demands and acclimation to the alterations that transpire.

Human resources personnel must recognise that the attainment of successful career development is reliant on multiple factors, among which information technology is merely one component. The achievement of professional success is reliant on various essential factors, such as unwavering dedication, diligent exertion, proficient communication skills, and adherence to ethical standards.

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