EVALUATING THE USE OF CLOUD-COMPUTING CONCEPT EMERGED IN THE HUMAN RESOURCE MANAGEMENT FIELD TO INCREASE THE PRODUCTIVITY IN THE ORGANIZATION

Dr. Prajakta Swapneel Tembhurne

MBA, Phd**,** Asst. Professor & Student Dean**,** Management Department, G H Raisoni College of Arts, Commerce & Science, Savitribai Phule Pune University, Pune, Maharashtra

Abstract

Introduction: This study solely determined to discover the benefit of the cloud-computing concept that appeared in the HRM field to enhance the productivity level in organizations. Objective and research questions have been set on the basis of the goal of the study

Literature Review: HR professionals are able to reduce the load of expensive hardware and lower the maintenance of infrastructure effectively through the use of cloud computing. It can be seen that cloud systems, designed for HRM are scalable and allow organisations to adjust easily to the available resources according to the needs of HR. cloud platforms supply advanced data analytics and business intelligence tools which are able to help companies derive insights from large datasets. Getting proper insight can help HR professionals make better decisions regarding employee management that increase operational efficiency.

Methodology: In this study, the data has been collected by choosing the Primary quantitative method. In order to conduct a survey to collect data from 55 participants, questionnaires were made by creating 10 topic-based and 3 demographic questions.

Findings and Analysis: SPSS has helped in the analysis of all the collected data in this study. The result after proper analysis through SPSS software has helped in proving that the hypotheses developed in the first part of this research, are acceptable.

Discussion: Managing the safety of sensitive company information such as employee details, company profits and information of investors is able to help companies in managing ethical standards. Prior to all the the connectivity levels increased through cloud computing and HR leaders were able to allow access to similar data to all the employees which can help in remote work. the pressure of managing IT work manually has been solved through an off-premise approach to cloud technology.

Conclusion: The use of the primary quantitative method has helped in collecting accurate information. Real-time information has helped in understanding the value cloud computing hold in HRM system to increase the productivity level of an organisation. The analysis of the collected data through SPSS software has also improved the understanding of the relation between all the independent and dependable variables.

Keywords: Cloud computing, data safety, better connectivity, productivity, increased responsibilities, HR professionals.

*Autora de correspondencia / Corresponding author.

Introduction

The growth and evolution of Human resource management have been steady for decades now which has helped organisations transform from wor-centric to employee-centric operational processes for achieving goals. In this matter, Abdullah et al. (2020) added, that technology is the key factor for the evolution of HRM in companies that brought immense growth in firms. The level of productivity in different companies and businesses is improving through the use of cloud-computing by HR professionals. Through the use of Cloud computing HR leaders across the globe searching all the possible ways of improving employee-centricity in companies and adopting strategic HRM.

In this process, employees are considered the strategic partners of companies and a way of boosting competitive advantage in the market. According to, Abdullah et al. (2020) cloud adaptation in business has become a significant way of increasing productivity and boosting the overall growth of business. In the age of the fastest adoption of technology, many businesses and companies are able to collect deserved value and success through the use of accurate tools and applications (Ziebell et al. 2019). In the case of increasing the productivity of HR professionals in companies, the role of cloud computing is significant.
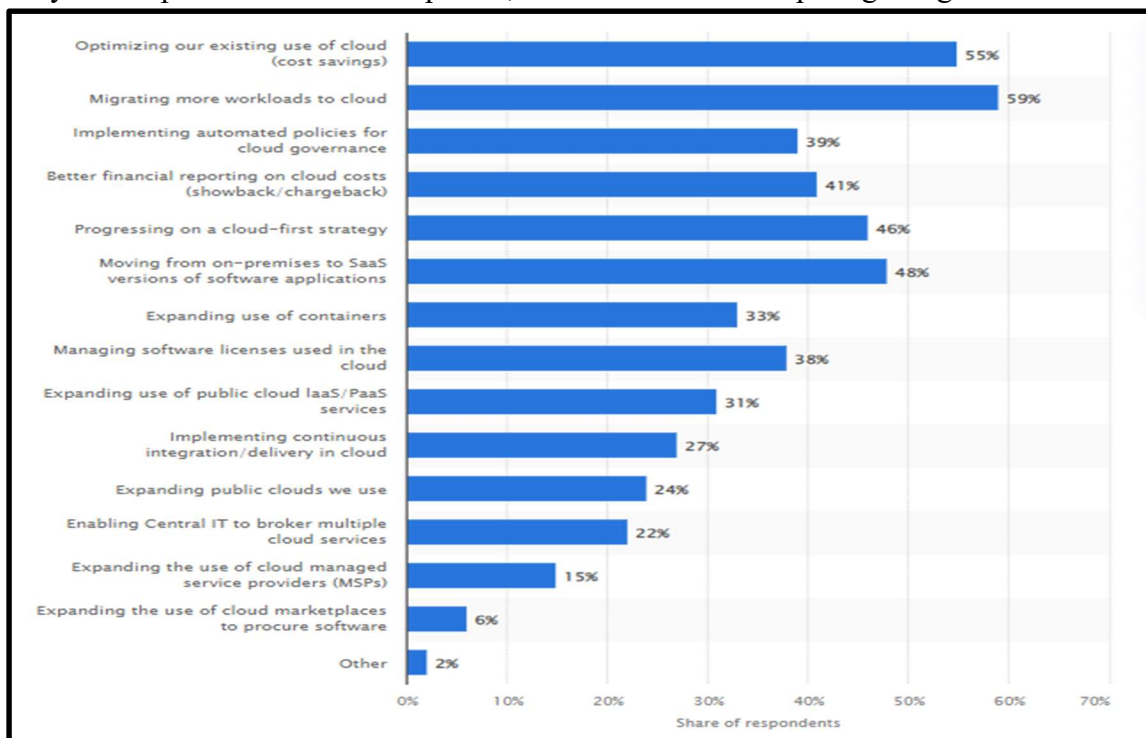

Figure 1: The anticipation of cloud initiatives globally in 2023
(Source: Statista, 2023)

Figure 1 highlights the anticipation of cloud initiatives globally in 2023. Optimisation of existing cloud systems, which is cost-saving is on the list of top priorities according to the figure as per 55% of respondents (Statista, 2023). With 59% response, migrating additional workload in the cloud ranked fast which indicates the ongoing commitment of firms to utilise cloud services in future events (Statista, 2023).

Cloud computing impacted massively all the large companies across the world. According to, Malla et al. (2021) data storage at the local level can lead to the theft or leakage of data in which cloud technology can

be an excellent option to secure information in a cost-effective way. In the age of the fastest business development, manual software upgradation for the smooth functioning of business is difficult. In this matter, cloud technology can help in taking care of that as it provides off-premise services (Al-Malah et al. 2021). Apart from that, remote access to information can be easier through the adaptation of cloud systems in the HR field. Jghef & Zeebaree (2020), mentioned, employees are able to access any demanded data or information and carry on working remotely.
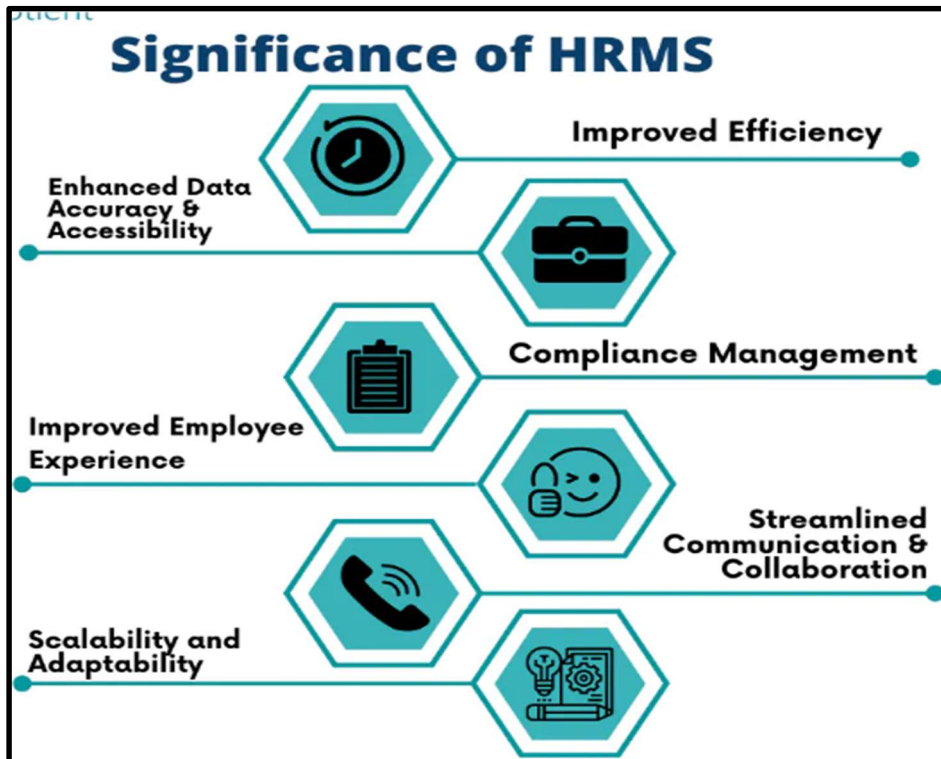
Figure 2: Importance of HR leaders to increase the productivity level of a firm
(Source: Attaran & Woods, 2019)

It can be seen that the recruiting process has become smooth and subtle with the cloud-based HR system in firms. In this matter, Attaran & Woods (2019), stated, that training programs, reviewing employee performances, and suggestion for improving the work efficiency of employees has become easier for HR professionals through cloud computing system. Managing the cost and resources of an organisation has become possible through the use of a cloud-based HR system.

Aim

This study is dedicated to find out the utilisation of the concept of cloud-computing which has been emerged in the HRM field to enhance productivity level in organizations.

Research Objectives

RO1: To identify the benefit of the emergence of the cloud-computing concept in the HRM field

RO2: To evaluate the way cloud computing helped companies in increasing productivity

RO3: To discuss the challenges HR leaders face in companies to handle cloud-computing

RO4: To analyse the future of cloud computing in HRM

Research Questions

RQ1: How does the emergence of the cloud-computing concept in the HRM field has benefited companies?

RQ2: Which way cloud computing has helped companies in increasing productivity?

RQ3: What are the challenges HR leaders have to face in order to handle cloud computing?

RQ4: What is the future of cloud computing in the HRM field?

Hypothesises

H1: Storage of employee data in the cloud and improved productivity of companies have a positive correlation

H2: The relationship between wholesome organisational cost management through the cloud and the increased productivity of companies is positively correlated.

H3: Official security improvement by HR officials through the cloud and a better work culture show a positive correlation bonding

H4: A positive relation can be seen between better data storage and information backup and improvement of company productivity level.

This study holds the significance of informing all the benefits cloud computing can offer in the HRM field that can improve the productivity level of an organisation. Along with the growing demand for advanced technology in each field of business and work, the use of a cloud-based working system is able to help HR professionals manage company information, employee records, business performance and competition standards in an easier way (Jghef & Zeebaree, 2020). The study serves a purpose of highlighting all the key points of using cloud-computing along with a fair briefing of its consequences. The understanding of the topic with the help of validated data can help in improving the work standard of companies and productivity levels effectively.

Literature Review

Identification of the benefit of the emergence of cloud computing in the HRM field

Advanced cloud-based HR solutions are mostly cost-effective as compared to the system of traditional on-premise. According to, Helo et al. (2021), HR professionals are able to reduce the load of expensive hardware and lower the maintenance of infrastructure effectively through the use of cloud computing. It can be seen that cloud systems, designed for HRM are scalable and allow organisations to adjust easily to the available resources according to the needs of HR. In this context, Dincă et al. (2019) mentioned, that cloud system in the HRM field has brought flexibility for professional to use them in a customisable way as per the need. Cloud technology offers HRM an opportunity to change industrial strength with agility, able to respond faster to the demands of the company.
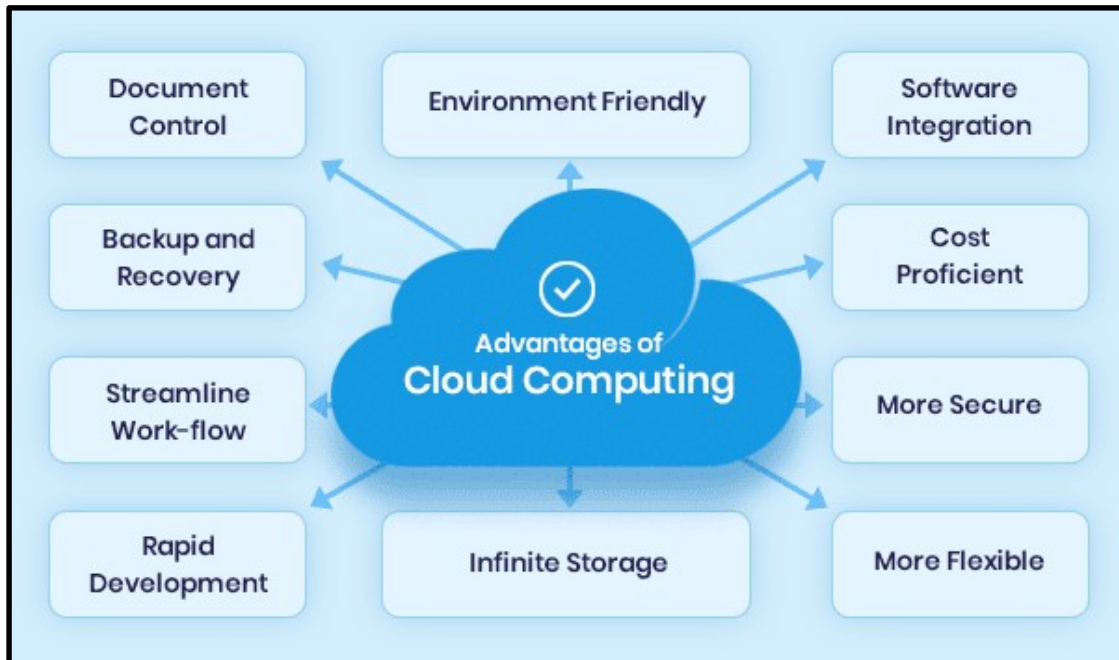
Figure 3: Advantages of Cloud computing
(Source: Hurwitz & Kirsch, 2020)

Cloud technology in the HRM field has helped in easing the recruitment process. In the matter, Gal et al. (2019) stated that cloud computing can help HRs find candidates who have the proficiency and mindset that align with the organisation's goal. This is able to lower recruiting costs and make the process faster. Starting from the onboarding of candidates in the company to their training and giving feedback for work can become easier with the proper utilisation of cloud-based tools (Hurwitz & Kirsch, 2020). It can be seen that, after COVID-19, remote work has increased and HR management in companies had to establish employees in a trouble-free way for business continuation. In this process, the use of cloud technology has helped HR professionals in allowing access to the same information to all the employees in an organisation (Attaran & Woods. 2019). Cloud technology in human resource management has helped in balancing the work process of employees and the regulation of the organisation effectively. Thus, the use of cloud-based technology in the field of HRM has helped organisations maintain workplace harmony in both on-site and remote work and improve competitive advantages effectively.

Evaluating the way cloud computing has helped to improve the productivity level of companies

Cloud computing, in conjunction with Robotic Process Automation or RPA, the Internet of Things or IoT, and Artificial Intelligence, can significantly decrease time spent on random or unplanned and repetitive work while enhancing data analytics. According to, Khayer et al. (2020), cloud computing tool has helped HR streamline the collaboration of employees in a systematic way to improve productivity. It can be seen that Cloud-based alliance tools, like "Google Workspace" and "Microsoft 365", provide an easier way of working in teams, despite their working location. In this context, Ramesh et al. (2022), stated cloud platforms supply advanced data analytics and business intelligence tools which are able to help companies derive insights from large datasets. Getting proper insight can help HR professionals make better decisions regarding employee management that increase operational efficiency.
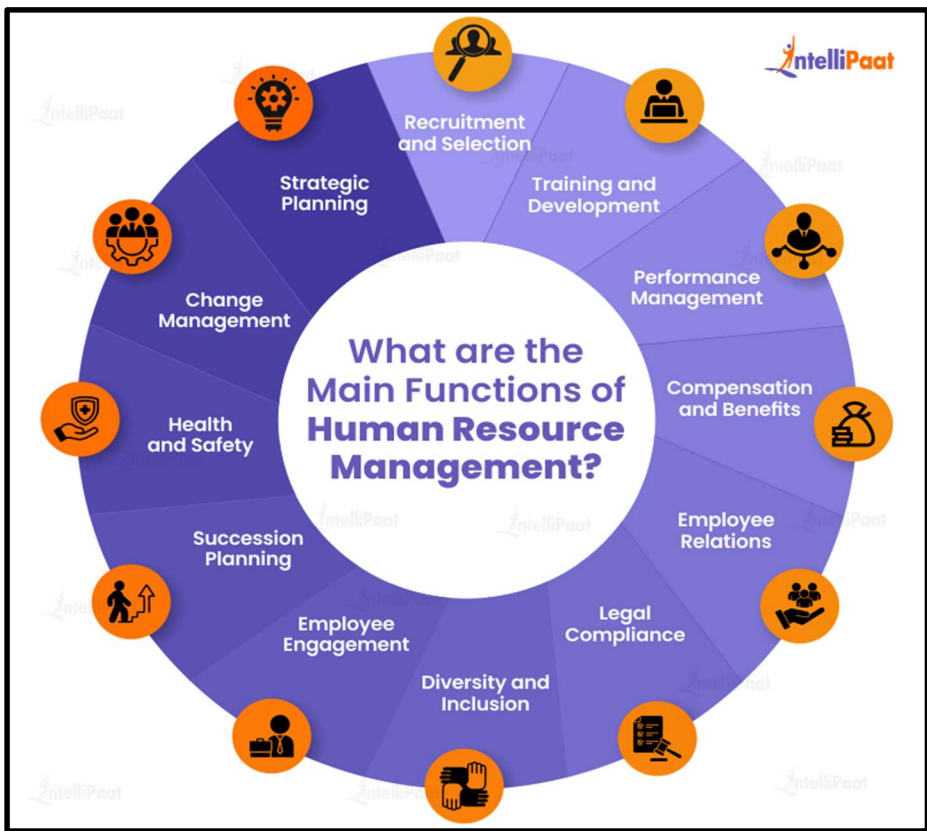
Figure 4: List of basic responsibilities HRM follows to improve the productivity of a firm
(Source: Qasem et al. 2019)

HR professionals can add disaster management solutions to companies through the help of cloud technology. According to, Bashar (2019) cloud-based HR management ensures the safety of data and accessibility in case of hardware failure or any other disruptions. On the other hand, companies need no extra burden of managing, updating and securing the IT infrastructure after the emergence of cloud technology. As per the view of, Qasem et al. (2019), cloud service providers take care of the IT infrastructure of a company and help employees focus on strategic tasks to increase productivity. Cloud technology encourages companies to bring innovation by providing necessary cutting-edge technologies like AI, Machine Learning and IoT. this is able to increase the product and service quality of firms and improve internal processes (Chang, 2020). It can be seen that cloud service providers have a significant energy efficient way of strong data that individual firms which helps in reducing carbon footprint. Thus, the role of cloud computing is pivotal in improving the productivity level of companies.

Challenges faced by HR professionals in handling cloud computing systems in companies

Protecting sensitive information is the top concern of HR professionals to keep smooth operations. Here, Vu et al. (2020), added addressing potential vulnerabilities of cloud services can be challenging for HRs in case of minimal knowledge of handling it. Similarly, rectifying the ownership of data can be a challenging aspect. According to, Ali et al. (2021), many employees face challenges in coordination in handling cloud computing due to a lack of prior experience. Integration of cloud-based HR systems along with existing on-premise HR systems can be challenging. Cloud outages are able to disrupt functional areas of HRs which can

lead to loss of data and inconsistency in work.

Figure 5:Series of functions important for HR roles
(Source: Hadwer et al. 2021)

HR operations are governed by a variety of data protection and labour laws, such as GDPR in Europe and HIPAA in the healthcare business. As per the comment of, Dube et al. (2020), it can be understood that HR professionals need to ensure that cloud-based HR systems comply with government regulations properly. According to Gartner's 2023 research, 57% of global HR leaders are stumbling to enforce current HR technology (Blog, 2023). The hardship of moving data from computer files to cloud storage merged with the attention of organizational data, has historically kept HR from embracing innovation. According to, Al Hadwer et al. (2021), due to the rapid advancement of tools, processes, and workplace culture shifts, the old method of Learning and Development or L&D projects cannot be used anymore. This brought challenges in employee training and skilling programs. Therefore, it can be seen that HR professionals face several challenges in dealing with cloud technology including data ownership, risk of data leakage, cost management and many more which require proper mitigation strategies to continue business productivity and growth.

The future of cloud computing in the field of HRM

The versatility of cloud-based HRM devices has triggered research enthusiasts, IT industries, and HR teams globally to transform HR procedures into more creative and people management strategies. According to, Hammouri & Abu-Shanab (2020), AI has introduced a new possibility to the world of making it smart and adding it to the cloud system of the HRM field can be highly beneficial as it can provide a 360-degree support system. Another new trend that has gained traction is the gamification of HR solutions in the cloud. In this matter, Dube et al. (2020), mentioned gamification entails employing game principles to transform mundane jobs into interesting employment, which aids in sourcing and engaging the finest personnel. Many initiatives have been taken to adopt cloud-based HR management such as managing software licensing, enabling central

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IT, migrating maximum workloads and many more.

Literature Gap

Realtime information generates numeric value, however, historical information is missing regarding the utilisation of cloud technology in the HR arena creates a gap. Besides that, limited discussion of the consequence of cloud-based HR systems in firms created a gap in this study. The absence of peer-reviewed data to get depth knowledge of the topic generates a gap in this literature.

Methodology

Collecting accurate information is a crucial part of conducting research. The study here considers various factors to understand the role cloud computing plays in the HRM field to increase the productivity of organisations, thus, primary quantitative data have been collected. Primary data collection concerns the subjectivity of research and the collection process helps in providing numerical information (Barth & Blasius, 2021). In order to collect the data, a survey was conducted and a random sampling technique was used. Positivism research approach has been used to conduct the study by providing real-time information. The collection of information through the survey is able to help in gathering the view of people (Schoonenboom, 2023). In order to conduct the survey, 10 topic-oriented questions and 3 demographic questions have been used. In the process of this data collection method, maintaining authenticity and ethical concerns are highly important (Verd, 2023).

All the collected data has been analysed through SPSS software. The analysis of the information through the SPSS tool is able to provide regression, coefficient, and many descriptive values that can help in developing the study according to the question raised in the research (Barth & Blasius, 2021). "Linear analysis", "Coefficient tests", "ANOVA tests", and "correlation tests" have helped in analysing all the collected data. This has benefited the hypothesis-testing process and this contributed to gathering detailed knowledge regarding the chosen topic in this study.

Findings and Analysis

Demographic Analysis

Gender
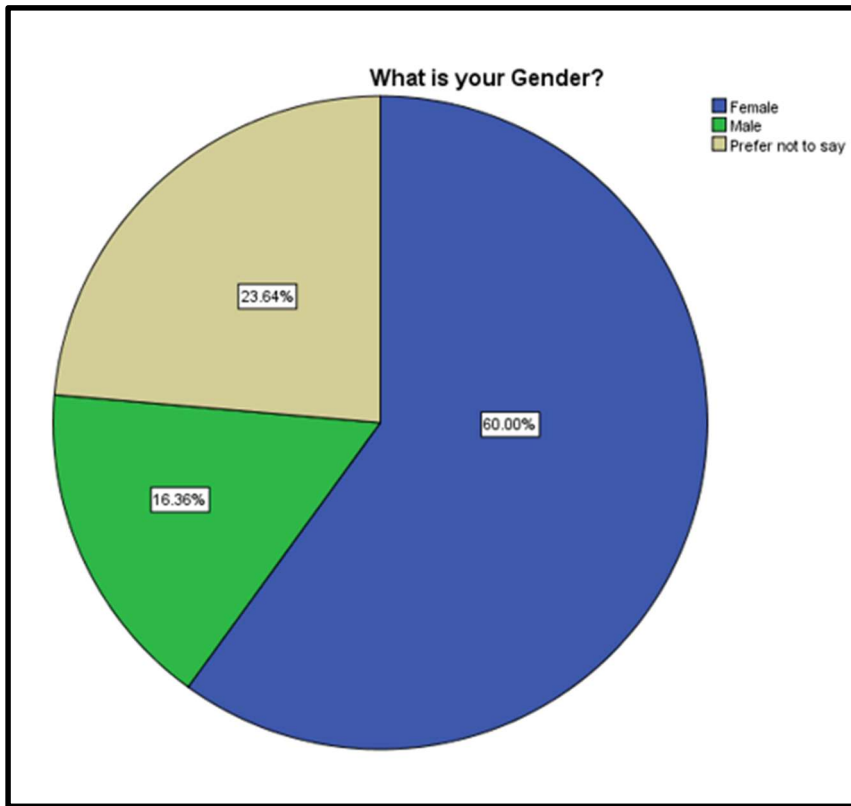
Figure 6: Gender
(Source: SPSS)
Figure 6 represents the gender of participants of the survey where the maximum number of participants are female. 60% of the participants are females and 16.36% are male. 23.64% of the participants preferred not to reveal their gender identity.

What is your Gender?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	33	60.0	60.0	60.0
	Male	9	16.4	16.4	76.4
	Prefer not to say	13	23.6	23.6	100.0
	Total	55	100.0	100.0	

Table 1: Gender
(Source: SPSS)
Table 1 highlighted the gender identity of the participants where 33 females participated and 9 males. Apart from this, 13 participants of the total responders revealed to disclose their gender identity.
Age
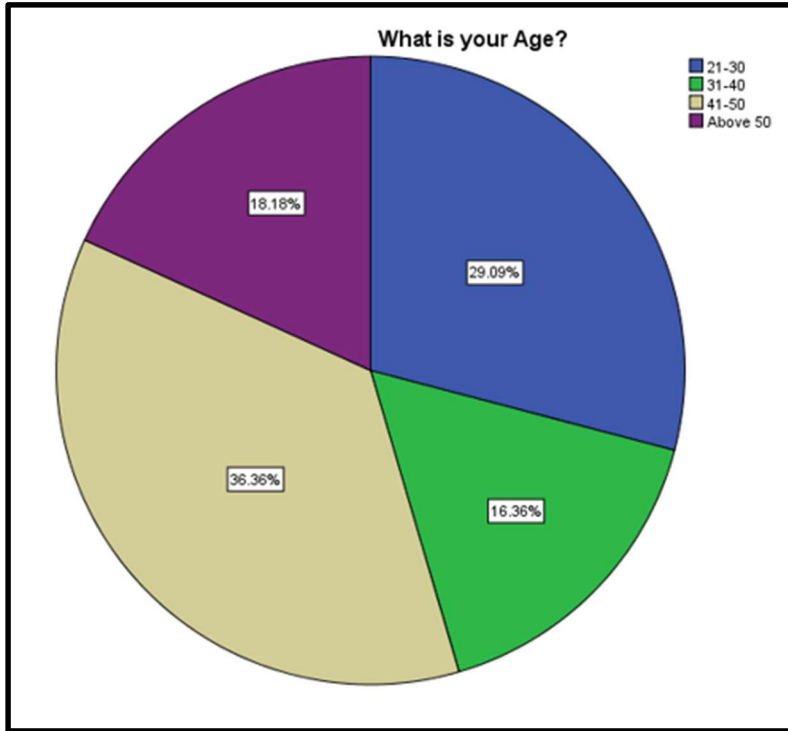
Figure 7: Age

(Source: SPSS)

Figure 7 represents the age group of people who took part in the survey. 36.36% of the participants belonged to the age group of 41-50 whereas 29.09% of participants belonged to the age group of 21-30. The lowest responders belonged to the age group of above 50 with an 18.18% share.

What is your Age?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-30	16	29.1	29.1	29.1
	31-40	9	16.4	16.4	45.5
	41-50	20	36.4	36.4	81.8
	Above 50	10	18.2	18.2	100.0
	Total	55	100.0	100.0	

Table 2: Age

(Source: SPSS)

Table 2 represents the frequency of the age group of participants where 30 people have its place in the age group of 41-50. 16 have its place in the age group of 21-30. The lowest participants have its place in the age group of 31-40 where 9 participants took part.

Income
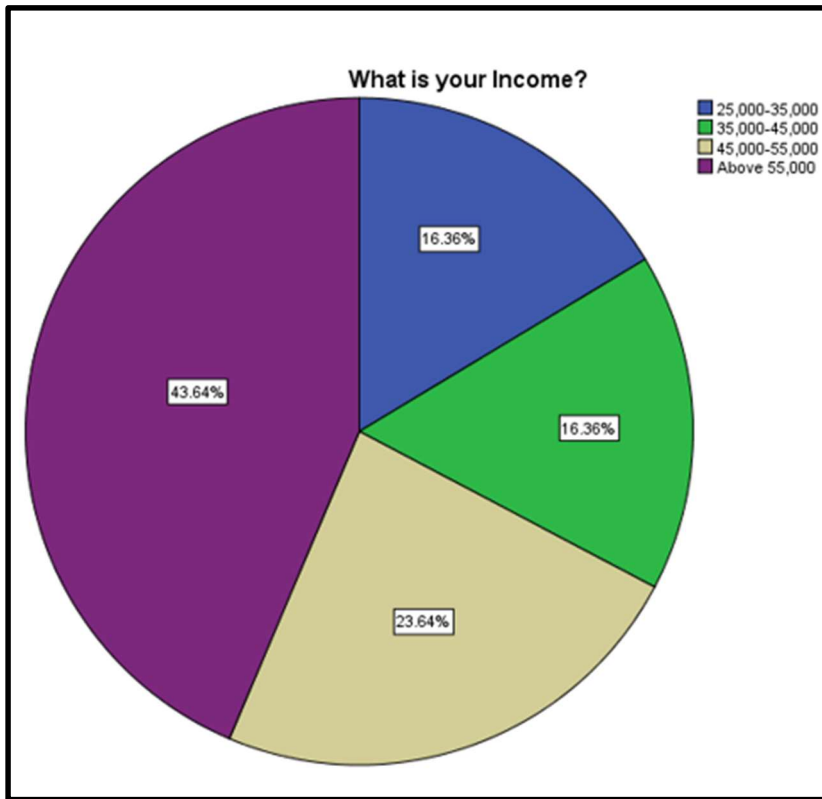
Figure 8: Income

(Source: SPSS)

The income range of participants can be anticipated from the above Figure 8. 43.64% belong to the income range above 55000. 23.64% of respondents belonged to the income range of 45000-55000. Apart from that 16.36% of participants belonged to both income ranges of 25000-35000 and 35000-45000.

What is your Income?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25,000-35,000	9	16.4	16.4	16.4
	35,000-45,000	9	16.4	16.4	32.7
	45,000-55,000	13	23.6	23.6	56.4
	Above 55,000	24	43.6	43.6	100.0
	Total	55	100.0	100.0	

Table 3: Income

(Source: SPSS)

The frequency of income range of people who participated in the survey has been presented in Table 3. 24 people belonged to the income range above 55000. 13 people respondents belonged to the income range of 45000-55000. Apart from that 9 of the participants belonged to both income ranges of 25000-35000 and 35000-

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45000.

Exploratory Analysis

Descriptive Analysis

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean		Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
IV1	55	8.00	2.00	10.00	6.0727	.43100	3.19638	10.217	-.174	.322	-1.505	.634
IV2	55	8.00	2.00	10.00	6.0727	.43100	3.19638	10.217	-.174	.322	-1.505	.634
IV3	55	8.00	2.00	10.00	6.0727	.43100	3.19638	10.217	-.174	.322	-1.505	.634
DV	55	4.00	1.00	5.00	3.0364	.21550	1.59819	2.554	-.174	.322	-1.505	.634
IV4	55	8.00	2.00	10.00	6.0727	.43100	3.19638	10.217	-.174	.322	-1.505	.634
Valid N (listwise)	55											

Table 4: Descriptive statistics

(Source: SPSS)

Descriptive analysis has been done to produce numeric as well as statistics and summarised formation of collected data. Mean, median, total, range, skewness, and kurtosis are reported as descriptive statistics in this situation. The median value as shown in Table 4 ranges between 1 to 2 which clearly indicates all the responses show a sharp shift towards the "agree" and "strongly agree" options. As per Table 4, the values of skewness are positive, which clarifies that the entire dataset has a long tail on the right side. Besides that, the kurtosis value shows a positive indication which means that the dataset has a thick tail.

Hypothesis 1 Analysis

Model Summary[c]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.978[a]	.877	.777	.00000	1.000	.	1	53	.	.[b]

a. Predictors: (Constant), IV1

b. Not computed because there is no residual variance.

c. Dependent Variable: DV

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	137.927	1	137.927	.	.[b]
	Residual	.000	53	.000		
	Total	137.927	54			

a. Dependent Variable: DV

b. Predictors: (Constant), IV1

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.000	.000		.	.
	IV1	.500	.000	1.000	.	.

a. Dependent Variable: DV

Table 5: Linear regression test of Hypothesis 1
(Source: SPSS)

      Table 5 in this part represents the linear regression test of hypothesis 1. R, R-square and the Adjusted R-square values are noticeable which are .978, .877, and .777 respectively. The R-value here represents the strength between variables. The significance value is null here defining the relation between IV1 and DV is not strong yet positive. Although the responses of the regression prove an establishment of hypothesis 1 in the study.

Hypothesis 2 Analysis

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	1.000^a	1.000	1.000	.00000	1.000	.	1	53	.	.^{b}

a. Predictors: (Constant), IV2

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	137.927	1	137.927	.	.^{b}
	Residual	.000	53	.000		
	Total	137.927	54			

a. Dependent Variable: DV

b. Predictors: (Constant), IV2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.000	.000		.	.
	IV2	.500	.000	1.000	.	.

a. Dependent Variable: DV

Table 6: Linear regression test of Hypothesis 2
(Source: SPSS)

      Table 6 in this part represents the linear regression test of hypothesis 1. R, R-square and the Adjusted R-square values are noticeable which are 1 in every case. The R-value here represents the strength between variables. The significance value is null here defining the relation between IV2 and DV is not strong yet positive. Although the responses of the regression prove an establishment of hypothesis 2 in the study.

Hypothesis 3 Analysis

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.811^a	.657	.634	.00000	1.000	.	1	53	.	.^{b}

a. Predictors: (Constant), IV3

b. Not computed because there is no residual variance.

c. Dependent Variable: DV

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	137.927	1	137.927	.	.^b
	Residual	.000	53	.000		
	Total	137.927	54			

a. Dependent Variable: DV

b. Predictors: (Constant), IV3

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.000	.000		.	.
	IV3	.500	.000	1.000	.	.

a. Dependent Variable: DV

Table 7: Linear regression test of Hypothesis 3

(Source: SPSS)

Table 7 in this part represents the linear regression test of hypothesis 1. R, R-square and the Adjusted R-square values are noticeable which are .811, .637and .634 respectively. The R-value here represents the strength between variables. The significance value is null here defining the relation between IV3 and DV is not strong yet positive. Although the responses of the regression prove an establishment of hypothesis 3 in the study.

Hypothesis 4 Analysis

Model Summary^c

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.836^a	.699	1.000	.00000	1.000	.	1	53	.	.^b

a. Predictors: (Constant), IV4

b. Not computed because there is no residual variance.

c. Dependent Variable: DV

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	137.927	1	137.927	.	.^b
	Residual	.000	53	.000		
	Total	137.927	54			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.000	.000		.	.
	IV4	.500	.000	1.000	.	.

a. Dependent Variable: DV

Table 8: Linear regression test of Hypothesis 4

(Source: SPSS)

Table 8 in this part represents the linear regression test of hypothesis 1. R, R-square and the Adjusted R-square values are noticeable which are .863, .699 and 1 respectively. The R-value here represents the strength between variables. The significance value is null here defining the relation between IV4 and DV is not strong yet positive. Although the responses of the regression prove an establishment of hypothesis 4 in the study.

Correlational Test

Correlations

		IV1	IV2	IV3	DV	IV4
IV1	Pearson Correlation	1	1.000**	1.000**	1.000**	1.000**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	55	55	55	55	55
IV2	Pearson Correlation	1.000**	1	1.000**	1.000**	1.000**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	55	55	55	55	55
IV3	Pearson Correlation	1.000**	1.000**	1	1.000**	1.000**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	55	55	55	55	55
DV	Pearson Correlation	1.000**	1.000**	1.000**	1	1.000**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	55	55	55	55	55
IV4	Pearson Correlation	1.000**	1.000**	1.000**	1.000**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	55	55	55	55	55

**. Correlation is significant at the 0.01 level (2-tailed).

Table 9: Pearson Correlational Test

(Source: SPSS)

The correlational test demonstrates the degree of connectivity between variables. The Pearson Correlational Test is used to determine the strength in this scenario. The Pearson value of higher than 0.8

indicates a significant linkage. The correlational values between the dependent variable, and the four independent factors are more than the required value in this situation.

Discussion

Incorporating cloud technology into HR management has helped in managing all the essential HR tasks of companies across the world. It can be seen that the use of cloud technology has helped in easing the recruitment and onboarding process of employees for HR professionals (Amini & Jahanbakhsh Javid, 2023). Apart from this, the use of advanced tools and application have increased the connectivity among the workforce which positively improved the level of productivity. Along with the use of cloud computing the job roles of HR professionals have become smooth to manage all the required tasks effectively (Anisetti et al. 2020). On the other hand, managing the safety of sensitive company information such as employee details, company profits and information of investors is able to help companies in managing ethical standards. Prior to all the the connectivity levels increased through cloud-computing and HR leaders were able to allow access to similar data to all the employees which can help in remote work (Achar, 2022). However, many challenges can be seen in managing tasks while using cloud technology in HRM. Lack of expertise to handle the advanced mode of technology can be troublesome for HR leaders (Anwar & Ali, 2022). Similarly, neglecting the threats in the software can lead to the breaching of sensitive data of the company.

In the briefing, it was discussed the value cloud computing holds to improve the productivity of workers in companies. It can be seen that the pressure of managing IT work manually has been solved through an off-premise approach to cloud technology (Ugwuanyi & Irvine, 2021). Apart from that the use of reliable cloud platforms can provide a proper way of managing the data storing process which can be useful in case of any system failure. The work process has biome faster in companies while costs are also saved to a significant extent (Vu et al. 2020). In future operations, cloud computing can be highly useful with the addition of Machine learning and AI in it. The work of companies can become smarter through the incorporation of AI in cloud computing and a load of completing tasks before the deadline can be eased effectively.

Conclusion

This study has helped in understanding the role of cloud-based software in managing HR management to improve the productivity of companies. The use of the primary quantitative method has helped in collecting accurate information. Real-time information has helped in understanding the value cloud computing hold in HRM system to increase the productivity level of an organisation. The analysis of the collected data through SPSS software has also improved the understanding of the relation between all the independent and dependable variables. This has helped in proving the hypothesis built in this study. The overall discussion has helped in answering the question raised in this research in an effective way. Thus, it can be concluded that the use of cloud computing is a great concept for incorporating into HRM systems through which companies are able to achieve competitive advantage, growing profit and employee satisfaction.

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Appendices
Appendix 1
What is your Age?
21-30
31-40
41-50
Above 50
What is your Gender?
Male
Female
Prefer not to say
What is your Income?
25,000-35,000
35,000-45,000
45,000-55,000
Above 55,000
1. Cloud-based HR tools has helped firms in handling employee records effectively.
2. Wholesome administrative cost has become lower by HR management where cloud-computing has been playing a vital role
3. Cloud-based HR system is able to manage the security measures of companies according to the standards of companies
4. Data-storage and backup of information options have been developed by the HR department of the firm through cloud computing.
5. Cloud HR applications are able to fit in its place to provide analytics and reports that are capable of providing valuable insights for making a business decision
6. HR officials are able to foster better connectivity between all the teams and divisions of an organisation through cloud computing.
7. Cloud computing gives permission to HR officials to provide access to similar information to all the employees according to the instructions of management in a very easy way.
8. The recruitment and onboarding procedure in companies seems to become smooth due to the assistance of cloud-based data handling by HR professionals
9. Cloud-tech applications immensely helped in processes like checking and reviewing presentation of employees and the entire organisation which helps in taking growth measures leading to improved productivity.
10. Managing large and unstructured data has become easier through Cloud computing that helped HR professionals which can benefit the entire organisation positively
Survey Link: https://docs.google.com/forms/d/1Z4hHWyehgyfpbEwhLv0xIIY-pi0sBrsNuYOTDaMvOag/edit#responses