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Influences of Human Resource (H.R) For Decision-Making Processes in It Companies

Mahalakshmi G

Research Scholar, Department of Commerce, Mansarovar Global University, Sehore, M.P., India.

ABSTRACT

Human Resource (HR) plays a vital role in the decision-making processes of IT companies by managing the most important asset of the organization—its human capital. In the rapidly evolving IT industry, organizations depend heavily on skilled employees, innovation, and effective teamwork. HR departments influence decision-making by providing valuable information related to employee performance, recruitment needs, training requirements, and workforce planning. Through systematic data collection and analysis, HR professionals help management make informed decisions about hiring, promotions, compensation, and employee retention. In IT companies, HR also contributes to strategic decision-making by identifying skill gaps and ensuring that the organization has the right talent to meet technological and market demands. By conducting performance evaluations and employee feedback surveys, HR helps management understand workforce productivity and job satisfaction levels. This information assists leaders in making decisions that improve employee motivation, engagement, and organizational efficiency. Moreover, HR departments guide organizational policies related to workplace culture, diversity, and employee well-being, which significantly impact overall company performance. With the growing use of HR analytics and digital HR systems, decision-making has become more data-driven and transparent. As a result, HR not only supports operational decisions but also plays a strategic role in shaping long-term organizational success in IT companies.

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