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INFORMATION TECHNOLOGY AND PERSONNEL MANAGEMENT IN SPORTS EDUCATIONAL INSTITUTIONS

Abstract

The role of information technology in the development of organizational management is great and consists in accelerating the processes of receiving, processing, distributing and using new knowledge. At the stage of development of management, several information revolutions took place, which led to cardinal changes in the process of automation of technology, these circumstances gave organizations an incentive to develop and create automated processes of information creation, processing and transfer. Scientific fundamental studies on the role and importance of technology in the perspective of the development of organizational and human resource management have been strengthened. Information technology and its importance are developing every year and reaching more and more into all important aspects of life. In today's reality, the use of information technology in isolation in personnel management is unimaginable, because it gives an educational organization the opportunity to use process automation. In modern management, most sports educational organizations automate the personnel management process using information tools and systems. This paper discusses the importance of information technology in personnel management, which allows the educational organization to always be one step ahead and ahead of its competitors, who introduced activities in personnel management in the direction of information technology development. In today's reality, the importance of information technology is great and lies in the fact that it optimizes management in the organization, which in turn increases the possibility of achieving the goal, and also has the advantage of reducing financial costs and increasing the quality of growth, as a result of all this we get: a reduction in personnel turnover, an increase in labor productivity , efficiency and fulfillment of the set goal of the organization. Modern technological systems help the company to calculate salaries, reduce deductions, accruals and corresponding arithmetical errors. Modern technologies have quite a wide range of means, it can foresee all possible alternatives for solving the problem.

Keywords: human resource, management, information technology, Internet, technology.

Introduction

In any type of organization, in the conditions of modern challenges, it is important to introduce/use technologies in human resource management. Human resource managers use technology to simplify their work, this trend is primarily related to the ever-increasing amount of information and tasks to be performed, therefore switching to the digital economy[1] and its use will simplify the management process and encourage organizations to look for innovative ways and means through technological strategies. Most of the sports educational organizations across Mosflio have switched to automation of procedures and processes in the field of human resource management. With the inclusion of technology and its help,

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[1] Ana Andghuladze, Digital Economy, 2017. https://www.isfed.ge/geo/politikis-dokumentebi/tsifruli-ekonomika-akhali-shesadzle-bloba-evrokavshirshi-meti-integratsiistvis

the process of staff recruitment has become more efficient for the organization, the training/training stage of personnel is improved, and the process of information exchange is fast and qualitative. In recent years, the development of information technology in organizations is largely related to the international global trends of economic development, as a result, information technology has had a significant impact on such areas as personnel management. The activity of any organization is evaluated by the increase in efficiency and profit, which is directly related to the quality and result of the employees' work. Qualified personnel is the main resource of any organization that implements the plan that should achieve the set goals. Competent (HR) human resource managers play an important role in the effective management of personnel, in some cases, the increase in the quality of employees' activities depends on them. The success of the organization depends on how qualified and competent the hired human resource is, how healthy the atmosphere is in the team, which is an excuse for organization and motivation. Thus, in sports educational institutions, as in any other style of organization, the correct and purposeful work of the structural unit of human resources is needed, which must correctly select those specialists who will be productive, only then it will be possible to increase labor efficiency in the conditions of digitization.

Analysis

The key to the success of an educational organization is of course in its qualified staff and its management, but if all this is enhanced by technology,[1] this process significantly improves efficiency and effectiveness, which leads to the overall success of the institution, regardless of its size, shape or industry. Modern technologies introduced in the organization help management to formulate tasks, reduce staff turnover, to save costs, which ultimately leads to an increase in the efficiency of the institution and increases the efficiency of employees. Implementation of advanced and experienced information technology allows information processing/exchange and its chronological storage. The main strategic task of informatization is to maintain the company's competitiveness by increasing the efficiency of activities, which includes the development of human resources and the constant growth of relevant qualifications. Recently, automated information systems and their use in personnel management have developed significantly, which allows to effectively achieve the organization's goals without the need for additional financial investments. As the obtained results made clear, the prerequisite for the effective activity of a sports educational institution in modern management is the introduction and use of information technology in human resource management, there are many practices where, through special programs, an employee of the structural unit of human resource management (HR) can manage the personal affairs of hundreds of employees of the organization. With the use of computer and Internet technologies, various information and reports about the organization's employees can be issued in the shortest possible time. Therefore, the main task of introducing and digitizing[2] information systems and technologies has become to improve the organization's business processes in such areas as timekeeping, movement of document flows, personnel management, billing, salary payment, etc. It should also be noted that no program has the ability to completely change the personnel management process, because modern technologies are focused only on optimizing employee development.

The management of sports educational institutions and the management of human resources in it include legal reference systems, which allow the HR manager to receive information about the announced changes in a short time. Organizations pay special attention to the speed, quality and efficiency improvement of personnel selection. There are requirements to contact the applicant in the fastest and easiest way.

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[1] Guram Chachanidze, Modern technologies of education and didactics of informatics, 2020. p. 130
[2] Digital Revolution in HR https://noventiq.ge/about/blog/-Digital-Revolution-in-HR

Similar programs can think, ask questions, receive and process concise and simple text answers, and there are resume replacements with chat practice. An actual and accepted trend is the ability to analyze the "digital fingerprint"[1] of a person. Due to the fact that a large part of a person's personal life and activity is connected to the Internet, there are many programs that allow finding a person's profile in social networks using his photo and information, it contains the necessary information about a person, which is productive and useful for the employer. With the help and use of all this data, the neural network[2] can independently create a psychological portrait of the person and provide a recommendation to the employer on whether or not to hire the applicant.

With the development of society, with the help of technological processing of scientific data, it becomes easy to make even the most rational decisions, artificial intelligence programs are also created for company management, there are data collection methods and it is possible to implement an algorithm, but the use of an automatic system in an organization can complicate a number of issues, such as:

➢ Incorrect setting of management tasks and goals in the company.
➢ The need to change and/or restore the production structure.
➢ Changes in business technologies in various fields.
➢ Lack of management and leadership.

In sports educational institutions, the introduction and use of modern technologies improves the overall productivity of the team through the automation of laborious and monotonous tasks. We can say that the main aspect of personnel management stems from the process of meeting the need for self-realization and the needs of the company. It is also important that employees receive competitive and fair compensation, as well as the right to request and receive opportunities for professional growth. Modern technologies not only improve and improve working conditions, but also contribute to the formation of team relations among employees and maintaining their goodwill.

Conclusion

In today's reality, advanced technologies are actively being implemented in modern management, the introduction of technologies in human resource management is mainly due to several reasons: the number of personnel, on which it is necessary to collect information and keep their documentation, which burden is fully transferred to HR management. Calculation of salary and other financial actions, which also requires a lot of effort, because there are educational organizations where the honorarium can be given with such nuances as overtime, secondly, the fulfillment/non-fulfillment of the plan, the presence of supplements and bonuses, etc. Information technology also allows to easily perform such tasks as: payroll management and calculation, during which the specialist of the relevant structural unit will only need to enter basic information, which ultimately leads to a reduction in the costs of the institution.

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[1] Digital print https://noventiq.ge/about/blog/-Digital-Revolution-in-HR
[2] Alex McFarland, Neural Network Model, 2021 https://www.unite.ai/ka/neural-network-model-provides-insight-into-autism-spectrum-disorder/

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