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## The Impact of Information Technology to the Role of Human Resource as Change Agent: A Literature Review

### Abstract

The aim of this literature review is to compile, synthesize and analyze the creation of The Impact of Information Technology to the Role of Human Resource as Change Agent. The Internet has changed our lives and how we interact with others, how we work, how we learn and spend free time, in short human culture has changed. Information technology (IT) as a collection of schemes offered is accessible via the hardware process to people and company and plays a major role in human resource development. It was also explained in previous research, the Information Technology (IT) position has a direct impact on HRM itself. The study uses Humar Resource's long-established 'Harvard' model, providing a more contextualized view of Human Resource a broader stakeholder perspective and a broader and longer-term approach to outcomes. The application of these concepts to the IT and Human Resource literature allows one to understand both the advantages and disadvantages of the intersection between Human Resource and technology for various stakeholders. Show that rapid technological advances provide a fresh, smart, digital background for Human Resource practices with better quality Human Resource data and allow all stakeholders to have a clear ownership of Human Resource. In order for companies to retain their market place or gain competitive advantage they must continuously adjust. Continuing need for reform is foreseen by increasing global competition and the pace of technological advancement. An company may need a change agent's services to assist in its positive change efforts. This research explores the role of Human Resource as a change agent in different fields, such as organizational change management, HR change agent skills and competencies.

Keywords : Information Technology, Human Resource, Change Agent

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