

ORGANIZATION ROBOTS; TREND TO POST-HUMAN RESOURCES MANAGEMENT (POST-HRM)

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Abstract: This study aims to investigate roles of organization robots to re-design concepts and theories of human resources management in to new designation of Post-human resources management (Post-HRM). As well as it's constructed on the data's taken from different books on the related topics, public websites and other statistics, various journals, newspapers and which are collected from them. Considerable information has been gathered and collected from these sources thus allowing for accurate analysis, comparing, accumulation, explanation. Therefore it's a resolution to divide and categorize of the potential sources of robots then its effect on human resources management. The main finding is the organizational robotics have an effect on the most important concepts of theories of the human resources management especially human resources planning, employment, training and performance appraisal system for organizational regulations, finally they have ability to effect of costs, productivity, profitability of company and organizational performance

Keywords: human resources management, organization robotics.

Introduction

Robots are the essential self-operated tools as well as they are not human beings. However, they are programmable and movable manipulators which can move and mobile parts or tools through a specified sequence of motions and programmability means that the robots' activities can be modified and commanded by changing control settings devoid of altering the hardware (Ayres and Miller, 1981) on the other hand human resources management is clear as a strategic and

coherent line to the manager of an organization's most valued assets and important things the individuals working there who alone and collectively contribute to the accomplishment of its objectives (Rotich,2015), and it consists of both human capacity and robot ability. In addition human resources management tries to planning, organizing, directing and controlling both of them. Although today's company has challenges with their competitors, so that anyone thinks to growing profitability by raise the revenues and productivity also with lessening the cost of productions (Schneider, 2005) because of robots can make this goal and destroy the challenges then increase profitability, productivity and job growth (Arbo, 2015).

On the other hand human resources management is the result of human relations movement which is appeared at the early of twentieth century when the investigators start authenticating methods of creating and establishing business value through the strategic management of the labor force and workers. Then, among extra initiatives contribute and participate to the considerate of human resource management as a contemporary issue owing to their constant evolutionary nature (Rotech, 2015)

Study problems

One of the largest influences of robotics on human resource management comes from the way in which robotics alters productions and lifestyles and people daily routines. Keeping this view in mind the problems are a number of questions that investigator try to answer such as:

- Does robotics restructuring the essentials and theories of human resources management?
- How robotics restructure human resources management in practices?
- What are the advantages and disadvantages of robots system compare with human beings?

Study Method

This paper was conducted comparison and analyzing several studies and theories conclusions which are demonstrated and there are related with robotics and fundamentals of human resources management that is based on the available shared and published articles, journals, books, network, magazines, seminar papers on robotics and human resources management practices in various companies all over the world.

The paper has conducted based on the data which has been taken from different sources and channels which are collected from them. Substantial information has been gathered from these sources thus allowing for appropriate analysis, compilation, interpretation, and structuring of the entire study. Therefore, it's a trying and an attempt to separate and categorize potential sources of robotics and its impact on human resources management for recent days and for the future.

Study hypothesis

First hypothesis: the robots maybe restructuring the fundamentals and theories of human resources management?

Second hypothesis: maybe not robots rearranging the basics and theories of human resources management?

Third hypothesis: possibly robotics can reforms all of the human resources management's principles in practices?

Fourth hypothesis: maybe not changes each human resources management's principles in applies?

Fifth hypothesis: there are the advantages and disadvantages of robot system compare with human beings?

What is a robot?

According to Sincak&Virčíkova (2012) robot is mechanical design, computer science and engineering, electrical engineering, intellectual sensibility perception and neuroscience. However, Webster's dictionary defines it as an automatic instrument that achieves tasks normally and ascribed to mankind. Then conferring to robotics institute of American the industrial robot is a programmable, multifunctional, manipulator planned to carry materials, parts, tools or specialized devices through variable arranged motions for the performance variety of activities.

Robot grouping

According to Saavedra (2008) there are mainly two types of research on humanoids. The first one is associated to scientific interest which is pursued to investigate what is human intelligence and to understand human behavior in computational scientific ways. And the second type is to develop a humanoid to use it practically.

The new trend of humanoid research has been made from the second sort of research. In such a trend, the ministry of economy, trade and industry in Japan started the humanoid robotics project to find real practical applications after that, Honda demonstrated the feasibility of this kind of robot which is based on initial studies at Waseda university. In addition there are some kinds of robot such as humanoid, under water robots, legged robots, wheeled mobile robots, aerial robots and kuka-human robot collaboration. (Center for intelligent technologies, 2012)

Perceptions and manipulation tasks of robot

Computing platforms such as social robots are deeply different from humans, but share many properties among themselves. Each species of computing technology can be seen much more extensively than within the confines of it is from factor (Swan, 2016) however; robots

are still has no ability to match the depth and breadth of human perception. For example, greatest homes are unstructured, needing the identification of a number of irregular objects and containing numerous cluttered spaces which inhibit the flexibility of wheeled objects such as conversely, factories, supermarkets, a rehouses, hospitals and airports (Frey and Osborne, 2013)

The evolution of human resource management

It is key to understand that what is the HR the department of a business or organization that deals with the hiring, administration, and training of staff. Human resources management as a practice happens anywhere there is further than one person. It starts at the family level where family members take different roles and responsibilities for the achievement of family objectives (Itika, 2011). And we can point out this evolution between 1900 until 2000 in table below:

Decades	Stages	Official titles
1900	Welfare officer	Welfare officer
1920-1930	Personnel Administrator	Personnel Administrator
1940-1960	Personnel Management	Personnel Manager
1970-1980	Personnel/Human Resources Management	Personnel/Human Resources Manager
1990	Human Resources Management	Human Resources Manager
2000	Strategic Human Resources Management	Strategic Human Resources Manager

Table (1) steps in the progression and growth of human resources management (Omer, 2017)

Robots and training

Another line is instance-based learning. In contrast to learning methods that build behavior strategies by means of a general target occupation when training examples are delivered, instance-based learning

methods store the training examples if they make available information to solve future problems (Weser, 2009). However, if the business does not have the required expertise you will either have to hire an integrator or look into extra training.

In this case, the more low-level of electronics required for the integration, the higher level of training will be required (Owen-hill, 2016). Although minimal training to be able to teach tasks to the Baxter which is a type of robot (Bélanger-Barrette, 2015).

Robots and organizational regulations

When worker and employees join organizations and companies they are bound by different regulations and rules. Regulations help to arrange a common standard of behavior to be upheld by all parties in the relationship. Working relationship in organization is regulated by various regulative backgrounds. At the same time the employer regulations involve the rules and codes of conduct in the workstation. They are found in manuals, standing orders and other directives and circulars. They include public service regulations, parasternal service regulations and private business regulations. The employer has the managerial right to make these regulations (Itika, 2011)

On the other hand Asaro noticed at (2007) that robots as manufactured products, and there are also a mass of moral and meta-ethical questions facing and challenging robot ethics that are largely ignored by the legal perspective. While moral agency is significant to the legal perspective, jurisprudence alone cannot control or define just what moral agency is. Similarly, the ethical questions opposite the building of truly autonomous technologies demand its own treatment. Therefore, in my view it also one significant parameter if scholars take this to account.

Robots and reducing risk and improving work presentation

Owen-Hill focused at 2016 that the risk assessment is a fact of life when working with robots. While collaborative robots are designed to safely operate alongside humans and safety sensors can be a good way to reduce the risk of working with a robot with a robot without decreasing performance. However, reducing risk is not the only advantage of including a safety sensor. It may similarly allow improving the performance of the robot. This is particularly true when concerning the robot's top speed. For example, (Fanuc's CR-35iA robot) is rated with a maximum speed of 250 mm/s. However, when add safety sensors this increases to 750 mm/s.

Robots and costs, productivity, quality, profitability and return on investment

According to Pettersson (2008) robots operative efficiency has a huge effect on overall profitability regardless of surgical specialty:

- Medical robot can be profitable regardless of surgical subspecialty.
- Operative efficiency is significant to achieving profitability with robot surgery.
- Operative effectiveness can be achieved with standardized robot training and credentialing package.
- Maximizing utilization of robotic resources across surgical departments is essential to profitability (Geller and Matthews, 2013).

Robots and organizational performance

Organizational performance is a multifaceted variable with multiple scopes examples of performance criteria those are critical in the manufacturing environment are productivity, product quality, manufacturing flexibility absence, turnover, and employee incentive and well-being. (Argote and Goodman, 1985) furthermore, robots are previously performing and managing many simple and basic jobs such as vacuuming, mopping, lawn mowing, and gutter cleaning, the market for personal and household service robots is upward by about twenty percent annually for now, commercial service robots are now able to perform more complex tasks in food preparation, health care, commercial cleaning, and elderly care. (Frey and Osborne, 2013).

Results and discussions

The study has several consequences which are robots can effect on the values human resources management such as human resources planning as well as employment because of the robots roles in manufactures, also the number of robots was being installed grew. Furthermore the long term economic increasing matters and the economy extensive employment impact as the best level constraint and information input into human resources palling. On the other hands robots are impact on training. However, if the business does not have the required proficiency, you will either have to hire an integrator or look into extra training. Although according to performance appraisal system it is assessed by themselves and do not requirement to human being system. Moreover, robots are evaluated and controlled both investigation and acceleration capabilities as well as running robots paths.

While working relationships with in organizations are regulated by various

regulative contexts. But robots are functioning without any delimitate frameworks because of their natures' which are programmable. In addition robots effect on decreasing risk and improving performance. At the same time robots can cut costs, increase productivity, making good quality, further profitability and finally effect on investment yields. In the other hands robots exists to free human hands from tedious occupations.

Lastly we can say that robots can effect on organizational performance compare with others which are work with human beings and the profitability indexes of the companies realized this.

Conclusions

From the above arguments, it is clear that robots are opposed with some of the related concepts and fundamentals of human resources management which are confirmed in the previous, therefore robots impacted on employment through increasing. Moreover there are effected on economic growth by ever changing the human resources planning. However according to organizational regulations robots aren't have any regulation code to organize and monitoring robot activities.

In addition through the training only minimal training to be able to teach tasks to the robot, in the same way the robot icon will integrate and save information from sensors and expression coordinated actions which realize a high level of communication with a human without any special training. So that they do not necessary to make performance appraisal system as human evaluation. Furthermore the most spoken is robots can achieve complex task which are not need to safety system for the reason that they has safety sensors which can be a good way to reduce the risk of working with a robot without weakening performance.

Finally robots have an influence on the costs especially of labor or wages expenses. And they can increase productivity with a higher level of quality rather than human beings, and they can increase profitability as soon as return on investment. On the other hand they can save time besides dropping health risks, and at that point they have effects on organizational performance.

Recommendation

According to the study conclusions there are important things which are suggest to authors and other researchers that former do to write a study about human resources management's topic do not ignore the influences of robotics on the fundamentals of human resources management, especially human resources planning, employment, training, performance appraisal systems, safety and health insurance, productivity, qualities, labor expenses.

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