

The Impact of performance analysis and reviews on Virtual human resources to enhancing cost Optimization

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Abstract : Human resources management and planning are considered as one of the key sectors of any organization. The overall resources, including the workforce, can be controlled as well as managed, in addition to the department that maintains a resource and personnel perspectives, and therefore the effective results can be achieved. Integrating and supporting advanced technology-based devices and tools as HR also move towards virtual human resources management (VHRM) integration where the high-performance management of resources is possible. Virtual human resources management is nowadays widely used in organizations due to the adoption of technology. Researchers point out that the focus on the usage of patterns, adoption and effectiveness of VHRM in organizations, so that cumulative performance can be achieved more effectively. This research shows the effect of performance analysis and review on virtual human resources to enhance cost improvement by analyzing a sample of categories working in the Financial Audit and Control Department at Tikrit University. The study indicates that there is an impact on virtual human resources management where it was effective in identifying various parameters and dimensions derived from statistical assessments. Data Management of Virtual Human Resources is very widely and clearly important, therefore, the benefits of the total cost can be analyzed throughout increasing business and cumulative performance of the Organization.

Keywords: Virtual Human Resource Management, Virtual Human Resource, VHRM, E-HRM

INTRODUCTION:

Human resources management is one of the key components of enterprises and business where resources and manpower are managed so that maximum productivity and minimum resource consumption can be carried out with greater efficiency, Human resources management is the part that tracks effective hiring as well as hiring to maximize benefits and results from employees and company resources. (Mondy2016, 24) (Cascio2015, 101).

Most of the management studies and researches aim at identifying the most important requirements for success in administrative planning, which is the process of analyzing and reviewing performance for the virtual human resource that represents the infrastructure for the success of organizations and the critical need that suits them. In order to enhance cost improvement, the potential for excellence diversity, influence its behavior interests through performance analysis, to identify which performance analysis methods are most effective and efficient in influencing cost improvement and enhancement, performance analysis has the key element responsible for maintaining reviewing performance, Since the effectiveness success of its success depend on many factors, the most important of which are knowledge and analysis of the characteristics of the targeted virtual human resource, the nature of the objectives to be achieved and the good choice of promotional means. The study concentrates on how performance and audit analysis of a virtual human resource which have an impact on improving and boosting cost – the most important of these elements.

The importance of analysis is great of increasing and review is increasingly important by increasing the size and intensity of competition, the diversity and multiplicity of economic and social activities, and by increasing the fundamental ways to enhance, improve, multi choose cost, so choosing the analysis, performance, review of the virtual human resource is the most important way to improve enhance cost provide the required information on virtual human resources. All of this leads to a generalization of organizations' approval of these services, in order to ensure that they continue to operate and receive the necessary support and funding.

Achieving cost improvement and enhancement are to be the primary objective of organizations, including the research organization, as a key element of their success, continued operation, competitive business environment and high performance by providing appropriate service to their needs wishes, rapid response to performance, which is reflected in the virtual performance of the human resource.

1- Search problem

Performance analysis is a key factor in evaluating, enhancing and optimizing the virtual human resource for cost reduction. The analysis of a virtual human resource performance takes the task of making financial control personnel aware of their work and performance, reducing risk losses and thus creating a positive interaction between staff and senior management of financial control through information from supplier efforts therefore, the study focuses on therefore pursuing the research problem of poor employee awareness and performance in order to reduce and enhance cost and how it contributes to research the importance of performance analysis and using its elements in a way that increases the company's ability to achieve and enhance its cost, which is the primary goal of its survival and sustainability. The current problem of the study can be summarized based on the following questions:

- Is there a moral effect of performance analysis for the virtual human resource to enhance and improve cost?
- What does this relationship between performance analysis and human resources have to do with boost cost?
- Does the performance analysis provided to clients of organizations in question fit their requests and tastes and contribute to satisfying their needs and wishes?
- Which virtual human resource is the most effective cost-boosting?

2- The importance of study

The importance of this study is to recognize the importance of the preferred performance analysis element used by some control departments, which in turn improves performance, which helps financial management control cost-effectiveness in choosing the right time and design to deliver the most cost-effective analysis: The importance of research can also be identified at the following points:

- Assisting the University of Tikrit's Financial and Regulatory Department in formulating and developing appropriate plans and strategies after identifying strengths and weaknesses in performance analysis to develop performance, meet needs, and enhance cost.
- Research can be seen as a source for researchers and scholars who want to learn about the virtual reality of the human resource and may be a starting point for researchers and those interested in further research.

3- Objectives of the study

The research seeks to achieve a number of key objectives, the most important of which are:

- Recognizing the relative importance of performance analysis and review of the virtual human resource in order to boost cost.
- The extent to which financial control needs are adequately serviced to perform and review in complete you can complete the meaning
- Identifying how performance analysis and human resources reviews have affected cost-enhancing.

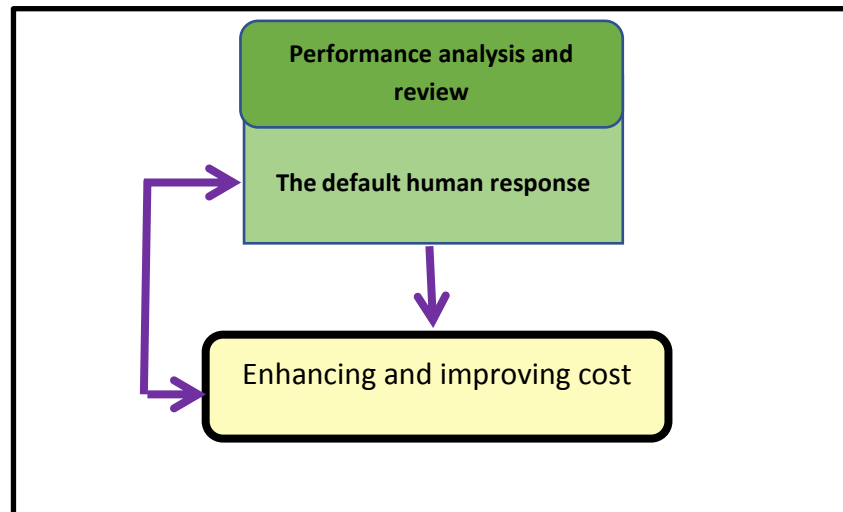
4- Limits of the study

- Spatial boundaries: University of Tikrit/Financial Supervision
- Human boundaries: Staff in the Financial Control Service.
- T-border time: 2019-2020.

5- Model of the study

The systematic treatment of the study problem in the light of its conceptual framework and field content requires the design of a hypothetical model that refers to the logical relationship between study variables (performance and review analysis, virtual human resource, cost) as an expression of proposed solutions to answer the study questions raised in the study problem, and the study model derives from a set of hypotheses and as shown:

Form No. (1) Hypothetical study model



Source: By Researchers

6- Hypotheses of study

- The first major hypothesis: There is a meaningful relationship between performance analysis and reviews.
- There is a meaningful relationship between performance analysis and revisions to the virtual human resource in promoting cost improvement.
- There is a significant impact on improving and enhancing cost.
- There are significant differences between the sample population of the study.

II / Virtual Human Resource Management

- 1- Human resources management is one of the key components of an enterprise and business where resources and manpower are managed so that maximum productivity and minimum resource consumption can be achieved with greater efficiency. Human resources management is the part that tracks effective hiring to maximize benefits and results from employees and company resources (Mondy2016, 24) (Cascio2015, 101).

The study assesses the links between performance analytics and its review of virtual human resources to enhance cost optimization. Based on a selected sample of some of the relevant staff, approximately (110) employees of the Finance Supervision Department of the University of Tikrit, These analyzes have an important economic and mathematical impact on employee outcomes and performance, lower cost, and short- and long-term measures of cumulative performance more effectively in support of predictions that high-performance business practices depend on partial performance, and the following chart illustrates the relationship.

- 2- Human resources management the Department contributes to giving visibility to elements Great (Stone2015, p139-145) (Schmid Mast, p125-141).
 - Managing your workgroups and teams
 - Compliance
 - Environment and health and safety
 - Organizational development
 - Rise in staff contracts
 - Maximize leadership and results from employees
 - Attracting and retaining top employees Performance



Figure (2): key components and functions of human resources

In addition to the traditional tasks of management (Del Giudice2018, p1159-1166) (WU2018, P173-178).

- tracking individuals
- time tracking
- Payroll Management
- Assessments
- interest management



topic / cost optimization with VHR

Cost optimization with VHR is large and highly certified with Use technology-based products and network connections in which they are made End-to-end excellence with technology integration (Galanaki2019, p261-276) (Collings2018, 112).

Serves virtual human resources can be expressed for the following functions:

- Virtual Recruitment
- Default training
- Virtual on the rise

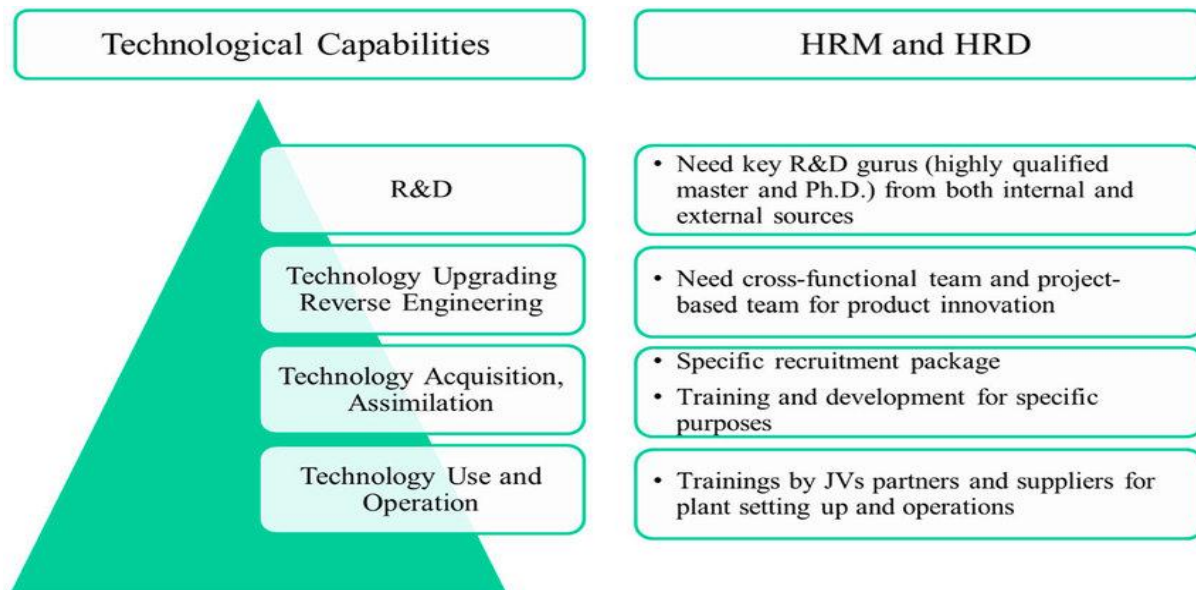


Figure (4): demarcation in Human Resources Development and Human Resources Management with technology adoption

One of the most important benefits and benefits of cost improvement is the following:

- reducing overhead: Using virtual human resources reduces overhead and cost factors using advanced technologies that consume minimum resources (Meyer 2018, P1827-1855).
- improving efficiency: Use of virtual human resources integrates efficiency and efficiency improvements and thus achieve a higher (Buckley2019).
- keeping Employee Review ongoing: Employees' performance using virtual human resources is greatly escalated with technology-based devices (Iqbal 2018, P281-297). Human resources in these ways work effectively and perform at a higher level than in a variety of dimensions.
- effective integration of human resources: Virtual human resources plus advanced technologies implement advanced technologies, so advanced implementation of human resources can be achieved effectively (Papa2018).

The main points that are integrated in the event that VHRM is implemented for greater effectiveness are as follows.

• Before V-HRM

Possibility of courses in the Standard or 2D (D2) classrooms e-learning environment. There were limited possibilities for creating realistic simulations and an interactive educational environment without high costs and risks (Bailey2018).

Various attempts were needed to strengthen the company, deploy jobs, collect resumes, examine candidates, and interview work. Candidates had little chance of demonstrating practical skills and experience in real-life contexts and requirements (Huemann2018).

Social activities for new arrivals were conducted at physical sites without static content and restricted by (Maduka2018, P 696-712).

• After V-HRM

Possibility of providing three-dimensional training courses (D3) Virtual Space that models real classrooms. The course content can be improved by simulating complex business activities and implementing, recording and running business scenarios (Collings2018, P165-187).

Recruitment and selection activities can be conducted in a face-to-face environment without restrictions on space and time. Candidates can participate in the default job tests in which they are required to complete specific tasks that their jobs require (Zijlstra2018, P383-396) (Keegan2018, P121-133).

New arrivals from different countries can meet on a shared HR site for learning, collaboration, and communications at a virtual site without travel requirements (Hitka2018, P 2759-2774).

Management in collaboration with virtual resources and tools that work well and effectively with the adoption of technology-based devices.

4 / results of statistical analysis

To analyze the results of a zero hypothesis in addition to the alternative hypothesis, the following statistical analysis was performed.

Symmetric Measures					
		Value	Asymp. Std. Error ^a	Approx. T ^b	Approximate Value associated with Significance Score
Nominal by Nominal	Phi	.413			.143
	Cramer's V	.236			.142
	Contingency Coefficient	.381			.142
With the evaluation of Intervals and Slots in Statistical Analysis	Analysis from Pearson's Value	-.214	.093	-2.22	.023 ^c
Ordinal Evaluation in SPSS	Correlation Spearman	-.293	.090	-3.04	.002 ^c
The Total Number (N) of Valid Cases in Analysis		100			N=110
a. Without pre-assumptions on the null hypothesis and unbiased outcome.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Based on normal approximation.					

Descriptive(n=110)

	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
			Lower Bound	Upper Bound		
Strongly Agree	.5000	.1200	1.108	1.641	1.00	2.0
Strongly Disagree	.0000	.0000	2.000	2.000	2.00	2.0
Total	.5129	.1171	1.259	1.740	1.00	2.0

Table (1) Descriptive

Table (1) indicates standard deviations (STD. Deviation and Standard Error (STD. Error), confidence periods (95% confidence interval for mean), then lower (minimum), maximum value for each sample sum. The highest value for the averages for the variables (Strongly agree) (Strongly Disagree) were (1.00) the largest value for the same variable was (2.0), the average value for the second variable because the approved measure is a binary measure.

Test of Homogeneity of Variances			
Gender			
Levene Statistic	df1	df2	Sig.

54.000	1	18	0.000
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Table (2) Test of Homogeneity of Variances

Table (2) shows the homogeneity between samples as the value (SIG) was equal to (0.000) less than (0.05) so we will reject the hypothesis and therefore the contrast analysis test cannot be completed, as it is a condition for contrast analysis that the samples must be homogenous.

ANOVA				
Gender				
	Sum of Squares	df	Mean Square	F
Between Groups	1.25	1	1.25	6.00
Within Groups	3.75	18	0.208	
N=110				

Table (3) ANOVA

Table (3) shows the results of contrast analysis (ANOVA) where the first column (sum of squares) represents the source of variance between groups and within the group. The second column shows the degrees of freedom (DF), and the third column (Mean Square) shows the average of the squares of contrast. The fifth column shows the value of f, and the sixth column shows the value of the statistical significance of f, where we note that f shows statistically significant differences between averages for the two variables (Strongly agree) and (Strongly Disagree) according to the title of the study, where the value of f (.6.00.) An indication value (.024) is less than a value (0.05). This is a statistical function at the significance level (0.005)

Conclusion

- 1- Human resources management is one of the key areas working for the Organization's elevation.
- 2- Coordinating innovation is also a choice in a portion of human resources where to come and use virtual human resources management there.
- 3- In this methodology, there is access to the leaders and senior managers in charge, with no nine to five professional tasks.
- 4- Along these lines, recording is also made through telephone or video chat so that general implementation can be achieved with the lowest use of material resources and income.
- 5- Human resources management and planning are one of the key parts of any association with the aim that public resources, including work, can be controlled and supervised. The Office continues to address the resource and representative perspective so that successful results can be achieved.
- 6- Nowadays, with the coordination and allocation of tools and devices based on trend-setting innovations, the Human Resources Division is similarly moving towards a combination of virtual human resources management (VHRM) where massive resources can be made better.
- 7- Virtual human resources management is now widely used in associations in the light of the choice of innovation, so all worker paths with group leaders must be accessible. It shows focus on examples of use, receiving and being able to use VHRM in associations so that the joint offer can be accomplished with greater potential.
- 8- The performance of virtual human resources management has been effective in identifying various parameters and dimensions derived from statistical and data analyzes.
- 9- Virtual human resources management is now a very large and outstanding task of the day and thus can be directed toward analyzing the benefits of the overall cost of business lift and the cumulative performance of the Organization.

Recommendations:

- 1- there must be special attention to human resources is the fundamental instrument of organizations' success.
- 2- putting a great emphasis on attention to the virtual human resource that contributes to the process of delivering fundamental innovations toward optimal use of human resources that promote cost improvement.
- 3- focusing on coordinating monitoring bodies and tools to maintain a virtual human resource.

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