A STUDY IN UNDERSTANDING THE CRITICAL FACTORS INFLUENCING MACHINE LEARNING APPROACHES TOWARDS PERFORMANCE OF EMPLOYEES

* Dr.C.B.Senthil Kumar, Professor & Head of the Department, Department of Cmmerce,

Dr.MGr.Educational and Research Institute

**Dr.S.Meena Professor, Department of Commerce, Dr.MGR Educational and Research Institute.

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Abstract: In a modern environment, every organization becomes an industrial technology to manage the entire industry and help improve the performance of its employees. By empowering leaders to adopt new technologies that increase the effectiveness of human management, environmental competition has enabled workers to be more productive and productive. IoT has proven to be an important part of the organization because it allows you to attract potential customers through the automated and robotic process using ML and other formats to help you achieve greater productivity and get more jobs in less time. Today's market is based on the use of technology for the rapid delivery of data and information used to make smarter decisions. The key is to understand how these tools help to identify the full potential of employees and improve their performance in different industries.

Keywords: Machine Learning, Internet of Things, Employee performance.

Introduction

The power of the business environment has forced organizations to adopt new and innovative technologies such as technology education, intelligence, robotics, Internet of Things, n.k. improve product performance, manufacturing and development. Management and human resources need to adapt to change for the better. The use of Machine Learning (ML), Network of Things (IoT), has led to significant changes in human development. Many years ago, people used manual labor to complete the work, with digital tools giving them the freedom to do good work, making the workers more productive.zoo (Bijmolt, 2019).

The term IoT is defined as a tool that combines different devices, devices and devices extracted from hardware and software to better connect to the Internet and thus provide more data, information and diversity. IoT is considered the most important thing right now as it attracts many companies to adopt modern technology. (André 2020). The use of ML and IoT will improve the performance and productivity of human resources as they will be able to process data and information, use it for analysis and decision making. The use of technology has been shown to have a significant impact on all areas of the industry and one of the most important is to improve staff performance (Qu 2018). ML and IoT tools enable people to do their jobs better and make the organization more productive and productive. The use of this technology promotes little job success, allows people to work from anywhere in the world and stay close to current events, monitor the movement of goods and services, etc. (McCall 2020).

The use of technology has a profound effect on all aspects of life, and the use of modern devices such as smart phones, PCs, tablets and other devices has led to the transfer of data and information abroad, hence the use of advanced tools such as ML. and IoT. to help people. Share important information and make quick decisions to achieve growth and development. In organizations, leaders and employees are always striving to find better

ways to fulfill their responsibilities so that they can contribute to achieving the goals of the organization (A. Jain, 2019).

Researchers claim that the use of ML and IoT technology is beneficial and beneficial for human resource management, moreover, leaders focus on opening up potential for change in many areas of business and thus improving human performance (A. Jain, 2019). Sector 4.0 not only promotes staff productivity, it also makes them more profitable for all participants, improving their professional development, more active participation and achieving organizational goals (Lee 2018). IoT is a flexible tool as it sees use in a wide range of industries, lifestyles and other areas to support innovation and sustainable development. ML and IoT have already developed capital and performance strategies through the organization's digital placement, these models not only change the connection of people and their daily activities, but also the processes and processes that an organization undergoes growth and development (Gupta, 2019).

Literature review

The use of internet tools in education and business is still in its infancy and, in short, can be considered one of the four current or post-emergence disasters. IoT is essential in international cooperation and especially in managing people with efficiency, security, justice and integrity. Therefore, studies have been conducted to determine the impact and future use of new partnerships. However, little research has focused on human resources and the use of IoT. For obvious reasons of the birth of innovation, we expect human resources to handle new data, not IoT (Karen 2018). Direct integration of human business applications and innovations to improve business outcomes. Summary of new data to measure the importance of the organization. The concept of integrating new data with racist management in the measure of human governance. Research examining the relationship between HRM and IoT raises concerns about the future of workplace change through the operation of machine tools, especially when the work itself must be modified by some form of HR data structure, for example. , required. Over and over again, inefficient, affects the use of production time, staff and so on.

The implementing agency is of course determined by the President. As a result, it maintains communication within the company's management system. Tata Steel is one of India's largest companies, which has been leading its business for many years. Hiring and retaining staff is important in simplifying the business process because employees are seen as the most profitable tool in the company. Tata Steel has focused on the health of its employees to achieve sustainable business (Frank 2019).

In this case, IoT supports different businesses by integrating different devices. For example, it has a significant impact on the real estate industry, where it contributes to product development ideas and integration of various tools and technologies (Dekimpe 2019). This allows companies to create smart devices that take time to create isodata for each stage of a different business process. In healthcare, advances in IoT can change important business processes: health care can be driven by telemedicine, and disease information management uses medical decisions and monitoring human health. In the manufacturing sector, intelligence operations, vehicle management and safety can be enhanced through a combination of sensors and displays. In short, the integration of IoT technology and big data measurement can lead to digital transformation that improves economics and processes (A. Jain, AK Yadav & Y. Shrivastava). 2019).

IoT development ensures the development of "dynamic space": a natural and digital environment in which people and processes interact in a collaborative environment with a web-based environment (A. Jain, C. S. Kumar, 2021). These concepts relate to websites, processes, services and products that create participatory, interactive and automated processes. Administrators can use previous event data to identify current events and replicate future events. For example, future research should focus on the use of advanced technology such as machine learning and how the information they provide can affect production and market processes, apply ideas and techniques, and facilitate equipment analysis and automation.

Research methodology

The study aimed to understand the role of ML in improving employee performance in an organization. The researcher uses the research method because it helps to fully understand the participants for the organization that uses this tool. Senior executives, managers and HR professionals decided to use these technologies in business processes to improve human performance. The purpose of this study was to collect data from ML staff and IoT-based hardware development institutions that support performance. In addition, researchers plan to collect data from publications, journals, listed Scopus publications, and other sources to better understand previous work in the field. One of the methods of research is to collect data from the researchers, then convert it into a quantitative method to determine the distribution of repetitions. The results and discussions are presented in the following section.

Analysis and interpretation

The researcher has used percentage analysis in order to analyse the key data and information

Survey questions

Q1. State your responses on applying Machine Learning to support improvement of performance of the individuals.

Table 1: Machine Learning in organisation

(Source: Created by the researchers)

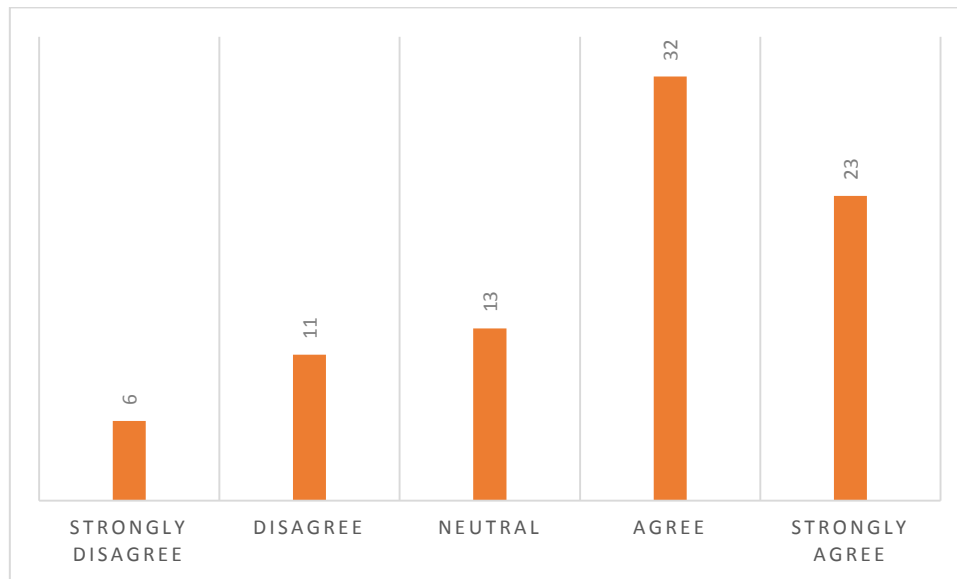| Responses	Frequency	Percentage
Strongly Disagree	6	7.06%
Disagree	11	12.94%
Neutral	13	15.29%
Agree	32	37.65%
Strongly Agree	23	27.06%
Total	**85**	**100.00%**

Figure 1: Machine Learning in organisation

(Source: self-developed)

The analysis aims to understand the effects of using ML tools to improve staff performance. Management is now working to utilize a variety of tools that can be done efficiently, at low cost and in less time. This will ultimately lead to increased sales and profits of the company. The survey shows that about 27.06% of respondents strongly agreed with the statement that ML structures support performance improvement and 37.65% also agreed with the report, so the majority of respondents confirmed the positive effect. about ML

Q2. State the importance of ML in enhancing the work activities in the organisation effectively which supports in performance enhancement?

Table 2**:** ML in enhancing performance of individuals

(Source: Created by the researchers)

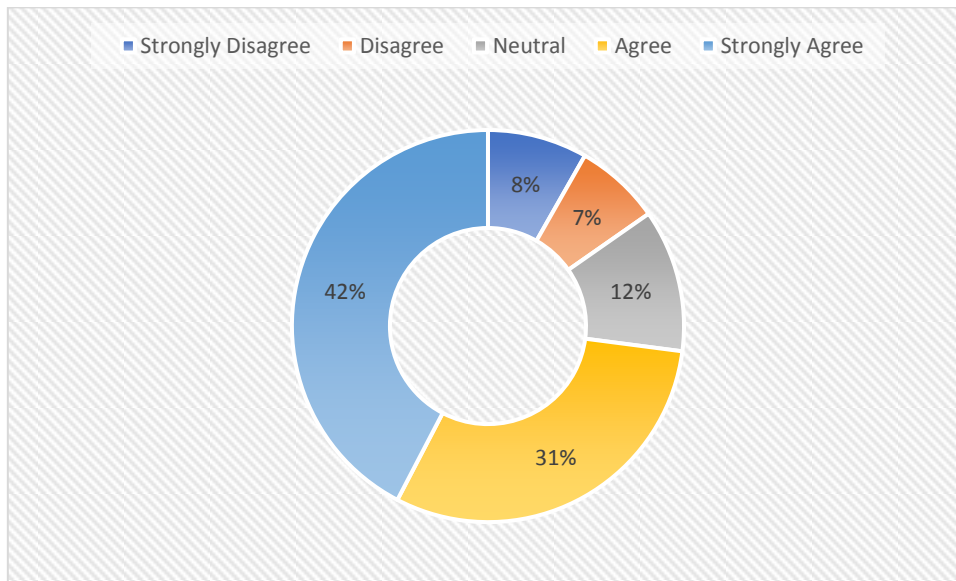| Responses	Frequency	Percentage
Strongly Disagree	7	8.24%
Disagree	6	7.06%
Neutral	10	11.76%
Agree	26	30.59%
Strongly Agree	36	42.35%
Total	**85**	**100.00%**

Figure 2: ML in enhancing performance of individuals

(Source: self-developed)

The next step is to understand the impact of IoT to improve organizational performance. As the digital age affects businesses and all sectors, businesses use technology tools that use the Internet to provide information, provide better services and monitor business. From successfully delivering products to achieving business goals, these tools also enable you to perform productive work and increase staff productivity. According to the survey, 42.35% of respondents agree that IoT helps improve business performance and 30.59% more agreed with the report, so overall, IoT is an excellent tool for supporting employee performance. .

Q3. Does the performance of individuals can be augmented by implementing the ML tools?

Table 3**:** Augmenting the performance

(Source: Created by the researchers)

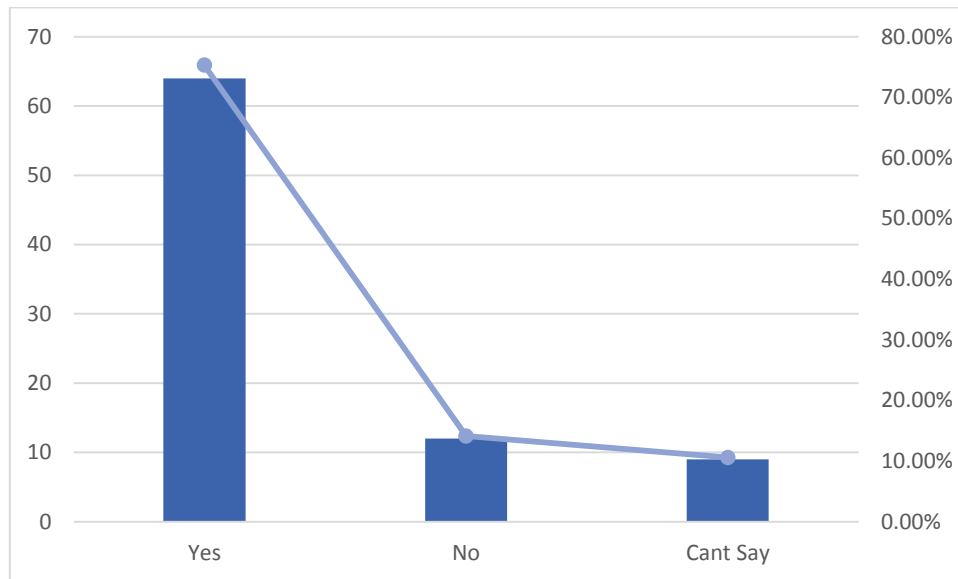| Responses	Frequency	Percentage
Yes	64	75.29%
No	12	14.12%
Can't Say	9	10.59%
Total	**85**	**100.00%**

Figure 3: Augmenting the performance

(Source: self-developed)

The authors also want to understand whether management invests more in assets that support the productivity and efficiency of the organization, as about 75.29% of them answered yes to management, increasing their investment in ML and IoT assets because 14.12% said no to others. they were not sure if they would invest in these personal technologies.

Correlation Analysis

Table 4**:** Karl Pearsons Coefficients

(Source: Created by the researchers)

Coefficients	Collaboration of systems	Reducing time on key activities	Enhancing efficiency	Better Performance
Collaboration of systems	1	0.762	0.821	0.805
Reducing time on key activities	0.762	1	0.714	0.722
Enhancing efficiency	0.821	0.714	1	0.819
Better Performance	0.805	0.722	0.819	1

The table 4 reveals the nature of association between the independent variables: Collaboration of systems, reducing time on key activities and Enhancing efficiency with the dependent variable: Better Performance. The analysis shows that the confidents are more than +0.700 which shows that the nature of association is highly positive correlation. The nature of relationship between enhancing efficiency and better performance is highest with +0.819, then it is also noted that the confidents between collaboration of the systems in the organisation

which will help the employees to perform the task and better performance is +0.805 and lastly the correlation between reducing the time in performing the activities tend to support better performance with the value of +0.722.

Test of hypothesis

The fial part of the analysis involves in testing the hypothesis, the researcher has used chi square test for this purpose.

Hypothesis 1

Null: There is no significant difference between the collaboration of systems in the organisation through Machine learning approaches ad better performance of employees

Table 5: Chi square test between collaboration of systems and better performance

(Source: Created by the researchers)

Collaboration of systems	Value	P
Chi-Square value	166.52	0.00
LR Ratio	122.16	0.00
Linear-by-Linear	63.90	0.00

From table 5, it has been stated that the p value is 0.00 which is lower than the limit of 5%, hence stated that there is a significant difference between the collaboration of systems in the organisation through Machine learning approaches ad better performance of employees

Hypothesis 2

Null: There is no significant difference between reducing time in performing the key activities through Machine learning approaches and better performance of employees

Table 6: Chi square test between reducing time in performing the key activities and better performance

(Source: Created by the researchers)

Reducing time in performing the key activities	Value	P
Chi-Square value	154.22	0.00
LR Ratio	116.37	0.00
Linear-by-Linear	72.44	0.00

From table 6, it has been stated that the p value is 0.00 which is lower than the limit of 5%, hence stated that there is a significant difference between reducing time in performing the key activities through Machine learning approaches ad better performance of employees

Hypothesis 3

Null: There is no significant difference between Enhancing efficiency and better performance of employees

Table 7**:** Chi square test between Enhancing efficiency and better performance

(Source: Created by the researchers)

Enhancing efficiency	Value	P
Chi-Square value	214.36	0.00
LR Ratio	162.41	0.00
Linear-by-Linear	91.03	0.00

From table 7, it has been stated that the p value is 0.00 which is lower than the limit of 5%, hence stated that there is a significant difference between Enhancing efficiency and better performance of employees

The above research has shown that using tools such as ML and IoT will allow employees to perform their tasks more efficiently by sharing more information and data, resulting in more efficiency, better evaluation and more informed decisions. In the current environment, each organization has become a technology company that manages all of its operations and improves the performance of its employees. Leaders are encouraged to use modern technology that enhances the benefits of human management, and environmental competition has made workers more productive and capable, achieving goals (Hoy 2018). IoT is the most important part of the organization because it helps people reach their full potential, helps them get better productivity and performs more tasks in less time using automated and robotic software. ML and other models. IoT is a tool that integrates a variety of hardware and software, hardware and systems to better connect to the Internet, thus sharing more data and information. Text for many purposes. IoT is considered the most important thing right now as it attracts many companies to adopt technology. Adopting ML and IoT will help improve human resource performance and productivity as they can process data and information, analyze and make informed decisions. Technology has proven to have a profound impact on all areas of the industry and one of the main issues is team improvement. Thanks to ML and IoT tools, people are doing their job better, which improves productivity and performance. Using this technology will help you complete a little work, help employees anywhere in the world and communicate current events, monitor product and service movements, etc.

Conclusion

In today's market economy, more and more information is being sent quickly to make the right decisions. The key is to understand that these tools can help you empower your customers and improve your performance across the industry. The use of technology has a profound effect on all aspects of life, as the use of modern devices such as smartphones, PCs, tablets and other mobile devices leads to the distribution of data and information, including the use of modern devices such as ML. .. and IoT help people share important information and make quick decisions to achieve growth and development. In organizations, managers and employees are always looking for better ways to do their job so that they can contribute to the goals of the organization. Conversely, IoT is a flexible tool that represents use in industry, various spheres of life and elsewhere to support innovation and innovation. ML and IoT have now changed their capabilities and strategies

as organizations have gone digital, and these models have not changed the way people interact on a daily basis. and modern, but also the processes and procedures used by the organization to grow and prosper.

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