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A Study of the Impact of Virtual Reality in HR

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ABSTRACT
Human resources (HR) professionals are consistently looking for innovations which can improve productivity and communication, particularly those which are productive and easy to deploy. Virtual reality (VR) checked these 2 boxes. Large organizations and most start-ups use VR for everything from recruiting, training to worker communication. The virtual platform they selected not only provides employees with opportunities to learn from each other, but also allows them to take advantage of language learning opportunities.
As organizations update technology, HR professionals will pay attention to new solutions to help in increasing the productivity and simplifying the existing processes. Virtual reality (VR) is now becoming more popular in employee training, recruiting and other HR processes. The search time of the past has been restored, becoming the only employee appraisal document that passed away with the wind. Now, many new technologies, including VR, have made it possible in innovative ways.
This paper is focusing on various studies and researches on Virtual HR concept, pointing out the role, challenges and impact of this Virtual HR concept and how it has impacted on the employee performance.
KEYWORDS: Virtual Reality (VR), HR professionals, Virtual HR

I. INTRODUCTION

'Virtual reality is a technology which permit a user to view and interact with a rendered computer imagery in a three-dimensional environment where the interacting user becomes a part of the virtual world. The elementary form of virtual reality is a 3-D image that can be explored interactively at a personal computer, normally by controlling keys or the mouse so that the content of the image moves in different direction or zooms in and zoom out. More intricate efforts involve such approaches as wrap-around display screens, actual rooms augmented with wearable computers, and haptic devices that let you feel the display images.'

The difference between VR and other experiences such as 3D movies is that VR has a completely enchanting feeling. Whether you are standing on top of a mountain, walking on the sidewalks of New York City, or performing performance reviews, it will give you an illusion physically as well as psychologically. To create this illusion, the VR world is extremely detailed, massive in scale, and moves as you move, showing you different aspects of "reality" when changing directions.

Virtual HR render wide range of options that connect employees directly with HR systems in an organization. It allows them to fed the input data directly and bypass the need to go through a third-party, generally a member of the HR department. For employers, this has the effective benefit of decreasing the time commitment of HR people to maintain the integrity and providing the maintenance of employee information, also frequent audit and precise information on staff require which can be collaborated and acted upon. For employees, virtual HR allows them to possess their own data at the company and also keep on top of training needs and appraisals, making these an on-going process rather than a once-a-year event.

Whether you are a brand marketer, director of operations, run a line of business or head of HR, there are various ways in which you can deploy this technology to generate considerable revenue, increase productivity or improve safety.

Companies such as Wal-Mart, Farmers Insurance and Boeing have begun to deploy the technology for training throughout the organization. Toyota Motor Corporation has launched a virtual tour on the Insta VR platform on its own campus,

and anybody can view anything that take place every day through the 360 tour. A German railway company, Deutsche Bahn AG, installed some booths at a career fair to have the opportunity to put on VR headsets, choose a location and learn about the company's work anywhere in the whole country. This ingenious approach has positively affected the growth, quality and awareness of potential candidates for job applications. VR has conquered human resource management: numerous companies use these technologies to improve the way they interact with candidates, create compelling game tests for internal company communication, and show the rivals that they are the champions of innovation.

PROBLEM STATEMENT:

In terms of human resources, virtual reality is a magnificent platform that can provide services for all steps of the following process: from searching for the prospect and initial contact with them to ability testing, recruitment, new jobs and positions, and long-term learning, development and promotion. More and more companies are using virtual reality to hire and train employees. The captivating experience provides employers with new ways to provide training and promote empathy at work.

The prime motive of this research is to contribute to the broader research by generating new knowledge and be able to enhance existing knowledge as it relates to the Virtual technology and its impact in different HRM practices and the research also points out the challenges and the impact of virtual technology on the employee performance.

II. LITERATURE REVIEW

S.NO	CONTRIBUTOR	THEORY/MODEL
1.	**Gosia Glinska** **Roshni Raveendhran**	Portrayed in an article Virtual Reality in the Workplace: Communicating through Avatars, anyone who has been in back-to-back online meetings is familiar with "Zoom fatigue," the phenomenon triggered by prolonged video interactions that leave us feeling fatigued and drained. But what if there was a way to be visually present with others, without actually be on camera? It turns out that virtual reality (VR) may be the answer. Here VR is creating inroads into the workplace. "Virtual reality — and the use of avatars in particular — is increasing as an emerging management and communication tool in organizations"
2.	**Jonathan P. West**	Published an article in the Review of public personnel administration entitled that "From Traditional to Virtual HR: Is the Transition Occurring in Local Government?". This article covers the use of information technology (IT) in human resource management (HRM) and how it affects the HRM work. Based on a survey of cities with a population of over 50,000, it found that although managers consider IT to be important, few cities use IT in their human resource management in any extensive way. Salary and benefits management and online recruitment are widely used; however, IT applications in training, job analysis and evaluation, job classification, personnel testing and background checks are not.

3.	**Dr. Amol Murgai**	Published an article in the International Journal of Trend in Scientific Research and Development (IJTSRD) entitled that, "Role of Artificial Intelligence in transforming Human Resource Management". This shows that there are many machines, but they still rely on people's judgment before achieving their intended purpose. Among the latest departmental sponsors, they have realized the wisdom of supporting decision-making for the organization to provide resources to the people.
4.	**Debjani Chaudhury**	In an article on Virtual Reality and Augmented Reality Digitizing the HR Processes stated – that the power of AR and VR is clearly visible in the present COVID-19 situation, where these technologies have potentially overcome obstacles associated with remote working. They have made video conferencing more realistic than ever. As VR and AR are still in their nascent phase, they are already gaining tremendous momentum and becoming a part of daily business operations, changing the entire way of communicating, collaborating, and conducting businesses.
5.	**Srinivas Reddy P**	In the title of an article named Virtual Reality & Augmented Reality in HR he explained: As organizations become more technology savvy, HR professionals continue to focus on new solutions that help increase productivity and simplify existing processes. If you work for a large technology company, your human resources executive may already be experimenting with VR. Virtual reality can be used in many different areas of the field, but it seems to be most valuable in the following areas: • Streamlining Talent Acquisition process • Onboarding new employees • Employee Engagement • Continuous Employee Learning solutions
6.	**Fuchs and Bishop**	Fuchs Bishop defined VR as "real-time interactive graphics with 3D models, combined with a display technology that gives the user the immersion in the model world and direct manipulation"
7.	**Gigante**	Gigante defined "VR as an illusion of participator in a synthetic environment rather than external observation of such environment. VR mostly depends on the 3D, head-tracker display, hand and body tracking, stereoscopic and binaural sounds and it is very immersive with multi-sensory experience". There are usually three types of VR systems which provide the user with more to less degrees of immersion: • Non-immersion system is the easiest and cheapest type of VR application to use the desktop to generate images. • Immersion system, where the complete simulation experience is supported by a variety of sensory output devices such as head-mounted displays (HMD), which can enhance the user's stereoscopic perception through the user's head movement and audio equipment.
		• Semi-immersion is a combination of the above two aspects, in which

		the user is provided with a stereoscopic image of the 3D scene viewed on the monitor using a perspective projector and the user's head position.
8.	**Hannah Wright**	VR and AI can help create a better job seeker experience, while also saving HR professionals valuable time, which can be more effectively used for personnel management and strategy. However, VR and AI are not magic, they are just another advancement in technology. This is not to replace people with technology, but to make it easier for human resources and personnel teams to get the most benefits from technology, thereby bringing better results to the enterprise. In the final analysis, technologies such as VR and AI are added, not replaced. With a little help from technology, it is still very important for HR to retain and prioritize human judgment and connection.
9.	**Atkinson**	Obviously, the development of Internet technology and the recent development of mobile technology have improved the ability of individuals to work remotely, so they can work outside of normal office hours. However, it is important to realize that technology is not the only driving force for increasing flexible work, as this is also affected by the increase in the number of women in the workplace and flexible pension arrangements.
10.	**Andrew Hughes**	In the title "5 Virtual Reality Training Benefits HR Managers Should Know" explained: HR professionals are incorporating virtual reality (VR) into all aspects of their work-from recruitment and recruitment to onboarding, learning and development. It is conservatively predicted that by 2021, 1 in 3 companies will use virtual reality training. Here are some methods: • VR Trains More Effectively Than Video or TextBased Materials • Safely Train Employees for Dangerous and Stressful Situations • Employees See VR As A Benefit • VR Training Lowers Employee Turnover • Get More Out of Your Candidate Screening Process
11.	**Emily Heaslip**	Virtual reality recruitment is a rage in the past few years. Analysts predict that 2019 will be a turning point for the VR industry-widespread adoption or industry stagnation will affect sales and effectively stifle the future of the technology. The penetration rate of smartphone VR is low, but headset VR is gradually becoming popular in the consumer market. For recruiters, this kind of virtual reality provides an interesting opportunity to change and improve the candidate's experience.
12.	**Mastufa Ahmed**	Organizations around the world are finding that they are increasingly inclined to adopt an open office culture and use new-age messaging tools to reshape collaboration and simplify decentralized business operations. Smart technologies such as virtual reality is transitioning from our personal lives to the workplace. These technologies have not only changed the way we meet and collaborate, but also the physical environment in which we work.
13.	**Indrajit Belgundi**	Indrajit Belgundi mentioned in an article titled 'Plugging Virtual Reality into workplace': "The latest VR techniques can assist the

		employees with more realistic expectations about the job and their responsibilities. This lowers the time of adjustment and transition to the role, making them much more productive and adding an element of fun to the routine work"
14.	**Ananth Iyer**	Virtual reality can be said to be the next step towards the modern/post-modern development era. The potential breakthrough impact behind these machines is mysterious. With the ability to save lives, act as a medium for business development and confrontation, and provide users with endless entertainment, learning and the ability to discover time, the world should strive to increase the existence of the same product as this product in the 1990s. This time, our technology is sufficient to meet the needs of these devices, and we will begin to implement virtual reality in homes, medical centres and offices.
15.	**Sophie Thompson**	Companies have used VR as a tool for corporate training. From public speeches, medical procedures to training in threatening circumstances, virtual reality provides employees with a realistic and safe training environment. Despite the initial setup costs, managers are still achieving long-term reductions in participation, security, and retention of VR training costs and return on investment. With the development of the VR industry and more
		possibilities in virtual environments, VR training will become commonplace. Company training will be an important step for mass adoption of virtual reality, as more and more people realize that it is more beneficial than games.
16.	**Vlad Bodi**	This type of technology is dedicated to disrupting talent management and productivity. We can foresee the potential of virtual reality in corporate training and learning, and employees can use it for everything from field tasks to corporate training. In addition, in industries that want to increase work tasks, this will become the new normal, because digital information will be superimposed on physical reality. When employees interact with the environment, they can change the onboarding and training in the industrial environment by adding virtual instructions on the machinery and tools.
17.	**Julia Pelton**	As familiarity increases, costs decrease, and software advances, organizations continue to adopt virtual reality (VR). With the advancement of virtual reality technology and the increasing familiarity among consumers, companies can now use virtual reality technology to transform and support their training, marketing and communication, and obtain a high return on investment. The key areas for companies to use VR to participate are reducing training costs, increasing the visualization of marketing efforts, and remote collaboration to communicate ideas visually and spatially. As market opportunities become clearer, there is no better time to start implementing the technology in training kits.

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OBJECTIVES OF THE STUDY:

1) To study the role of Virtual Reality in HR practices.
2) To study the challenges of using Virtual Reality in HR practices.
3) To study the relationship between VR and its impact on Employee Performance.

III. METHODOLOGY:

This chapter introduces research design methods. It gives an outline of the Research methods including research concept, research design, the measuring instrument (Questionnaire), the sampling procedure and data analysis.

There are two types of data that has been used in this study, and they are: **Primary and Secondary data**. In order to carry out Primary study, data was collected using quantitative method, by making use of survey questionnaires which was distributed to the HR managers. For the purpose of Secondary study, relevant textbooks, journals, papers and articles were collected and reviewed.

3.1 SECONDARY DATA OVERVIEW:

For secondary data research papers, journals and articles were used for this topic to help shape the scope of this research and help build a strong background for the research and findings of this research.

3.2 PRIMARY DATA OVERVIEW:

For the survey, the population sample focuses on people who are having work experiences with a HR position in the workplace. For conducting this research, a sample of 103 HR managers was taken from different organizations. Considering the need to get an accurate answer for the topic, data was collected through a structured questionnaire.

For the research the questionnaire consists of the demographic information such as age and gender.

The other part of the questions had a Likert scale format of Strongly agree, Agree, Neutral, Disagree, strongly disagree.

The questions in the survey were set after a proper review of the study so as to ensure that all issues that form the core of the research are included. Accordingly, every question asked is determined by the data needed to be collected, as it helps to answer the research question and meet the objectives of this research.

(An elaborated Questionnaire is presented in Appendix)

Reliability: The reliability of the questionnaire was measured by computing Cronbach Alpha Test in SPSS. The questionnaire had the reliability value of .751 as shown in the table given below. These values indicates that all the items in each component in the questionnaire have an acceptable and consistent reliability values.

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.751	.787	18

3.3 DATA ANALYSIS:

The statistics used in this research paper is descriptive statistics to have an easier and better understanding of the data. MS-Excel was used to analyze the data and for correlation and chisquare SPSS was used. Descriptive statistics are used to display quantitative descriptions in a manageable form. In research, we may have many measures or we may measure large numbers of people in any way. Descriptive statistics help us simplify large amounts of data in a manageable way.

IV. RESULTS AND FINDINGS:

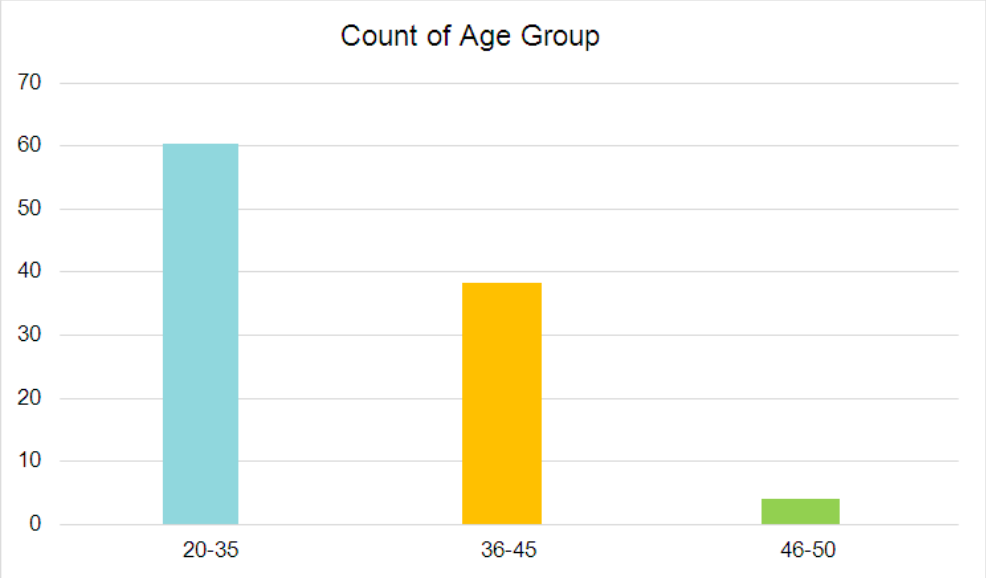
Upon receiving the questionnaire from the respondents, MS- Excel was used analyzing the data received. The questionnaire addressed all the three objective questions of the research study.

4.1 DEMOGRAPHIC INFORMATION

The first part of the questionnaire covers the primary demographic questions which was being used to have an understanding of the nature of population in respect of age group and gender. The following are the frequency tables and bar charts of the demographic information (age group, gender)

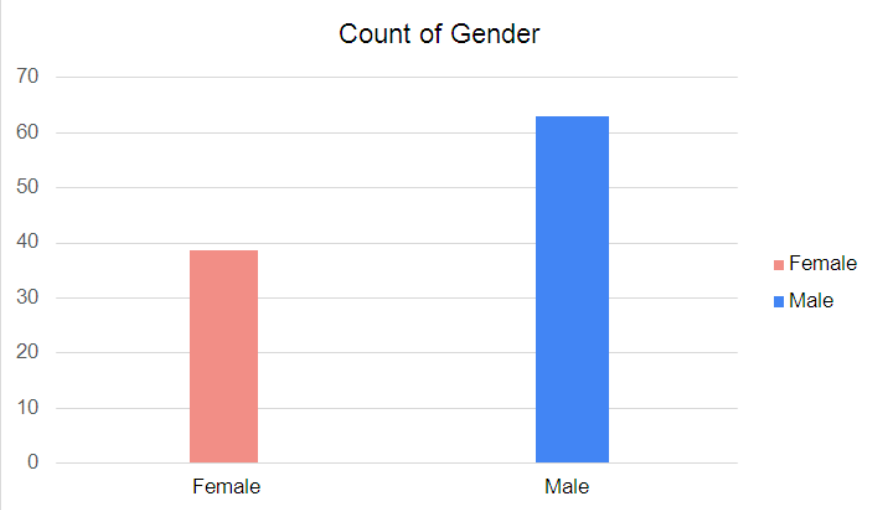
4.1.1 AGE OF RESPONDENTS

The age profile of the data analysis shows that 59.2% of the HR managers fall into the age group of 20-35 years, while 36.9% were between the age of 36- 45 and lastly 3.9 % were between 46-50. So, therefore it can be observed that mostly the respondents were between 20-35 years in the organization.



4.1.2 GENDER

The analysis of the data depicts that 61.2 % were male while on the other hand 38.8 % were female. It can be seen that majority of them are males having a total number of 63 as shown below.



4.2 OBJECTIVE 1: To study the role of Virtual Reality in HR practices

This section covers the role of virtual reality in different HR practices and whether virtual reality has been able to reduce the administrative burden and many more questions. The histogram for each question is shown below and for chi -square testing the data was first coded into numeric form. The meaning of each numeric value is interpreted below:

Gender – (1) Female (2) Male

Likert Scale - (1) Strongly Agree (2) Agree (3) Neutral (4) Disagree (5) Strongly Disagree

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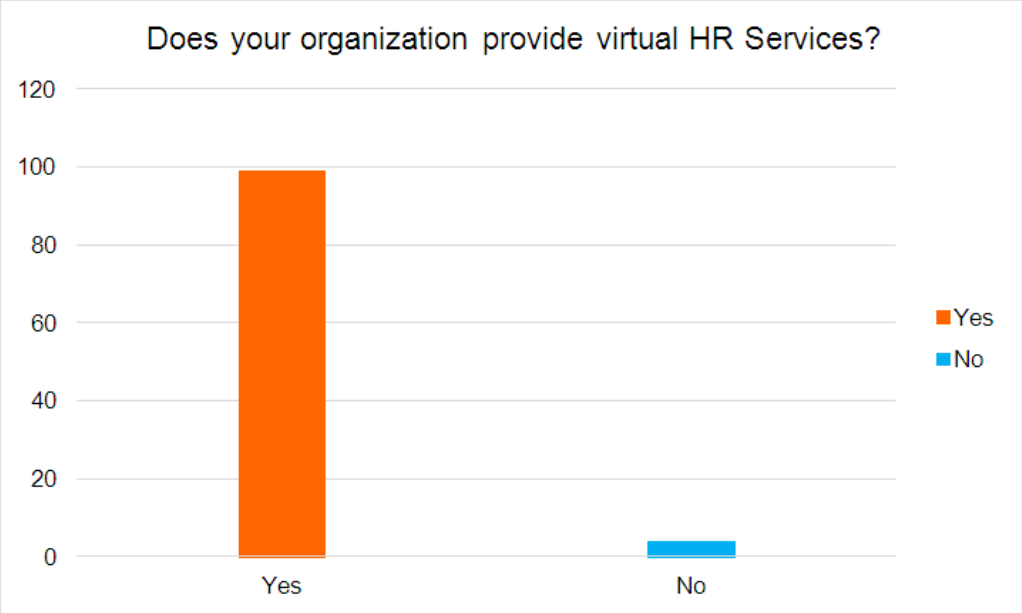
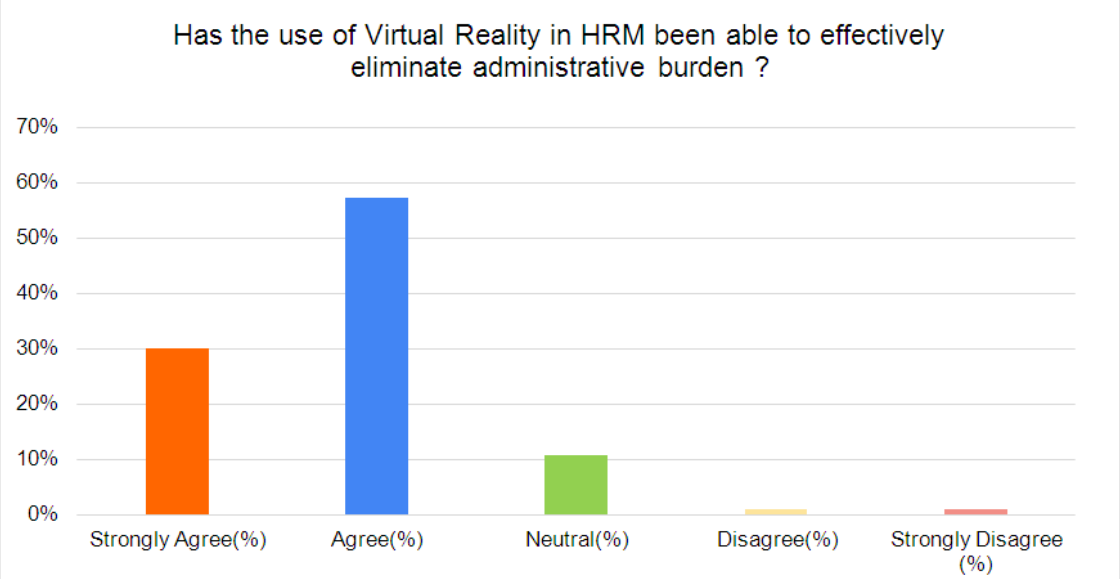
QUESTION 1:



Statistics		
N	Valid	103
	Missing	0
Mean		1.04
Std. Error of Mean		.019
Median		1.00
Mode		1
Std. Deviation		.194
Variance		.038
Range		1
Minimum		1
Maximum		2
Sum		107

The analysis of the data depicts that 96.1% of the organizations provide virtual HR services while only 3.9% don't provide the virtual HR services.

QUESTION 2:

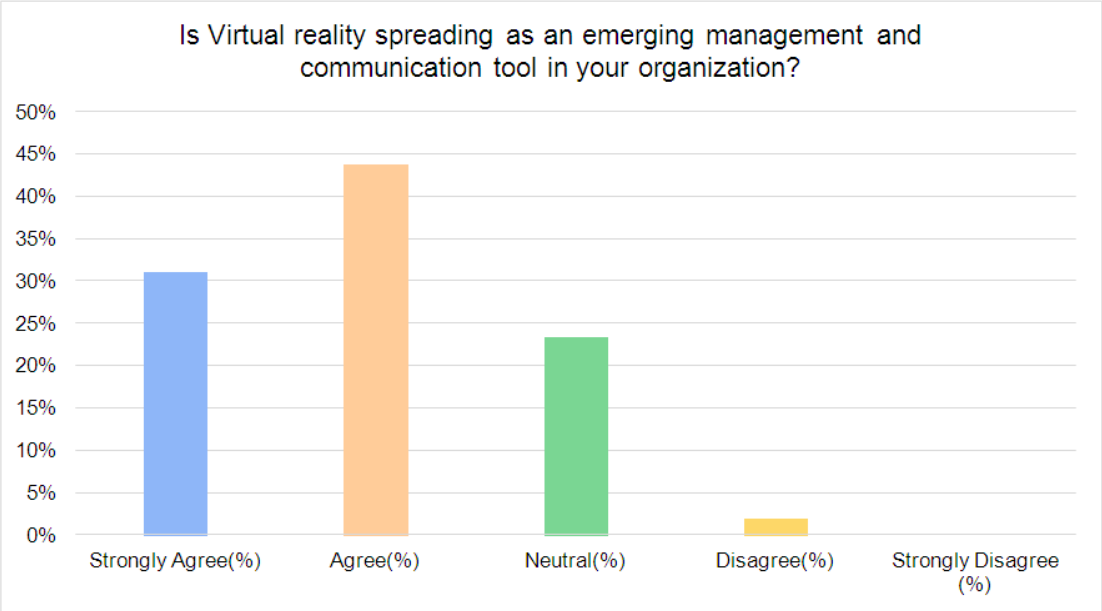


Statistics

N	Valid	103
	Missing	0
Mean		1.85
Std. Error of Mean		.071
Median		2.00
Mode		2
Std. Deviation		.720
Variance		.518
Range		4
Minimum		1
Maximum		5
Sum		191

From the data it can be concluded that there is a huge gap between Agree and Strongly Agree where 57% of the HR managers agree that the use of virtual reality in HRM have been able to effectively eliminate administrative burden and 30% of them Strongly agree, whereas 11% were neutral. While only 1 % disagree with the statement.

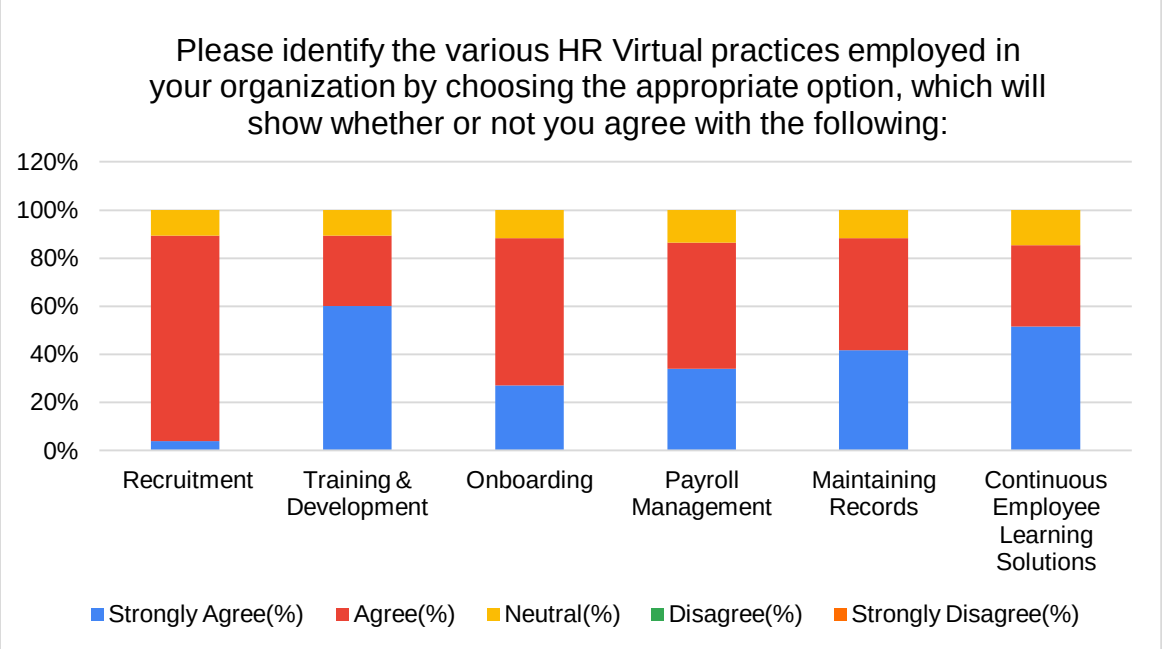
QUESTION 3:



Statistics		
N	Valid	103
	Missing	0
Mean		1.96
Std. Error of Mean		.078
Median		2.00
Mode		2
Std. Deviation		.791
Variance		.626
Range		3
Minimum		1
Maximum		4
Sum		202

The analysis of the data depicts that 44% of the respondents agree that virtual reality is spreading as an emerging management and communication tool in their organizations and 31% of them Strongly agree whereas 23% of the respondents were neutral. While only 2% disagreed with the statement.

QUESTION 4:



Statistics

		Recruitment	Training & Development	Onboarding	Payroll Management	Maintaining Employee records
N	Valid	103	103	103	103	103
	Missing	0	0	0	0	0
Mean		2.07	1.50	1.84	1.80	1.70
Std. Error of Mean		.037	.067	.060	.065	.066
Median		2.00	1.00	2.00	2.00	2.00
Mode		2	1	2	2	2
Std. Deviation		.377	.684	.606	.662	.669
Variance		.142	.468	.368	.438	.448
Range		2	2	2	2	2
Minimum		1	1	1	1	1
Maximum		3	3	3	3	3
Sum		213	155	190	185	175

From the survey of the data, it can be concluded that:

Recruitment: Majority of the respondents agree that Virtual Reality is being used in Recruitment function i.e.,85% and only 4% strongly agree whereas 11% of them were neutral. None of the respondents disagreed.

Training & Development: Majority of the respondents Strongly agree that Virtual training is being used in their organization i.e.,60% and 29% of the respondents also agreed whereas 11% were neutral. None of the respondents disagreed.

Therefore, it can be said that virtual reality is highly used in this function.

Onboarding: 61% of the respondents agree that virtual reality is being used in this function and 27% of them strongly agree whereas 12% were neutral. None of the respondents Strongly Agree.

Payroll Management :52% of the respondents agree that virtual Onboarding takes place in their organization and 34 % of them Strongly Agree whereas 14% were neutral.

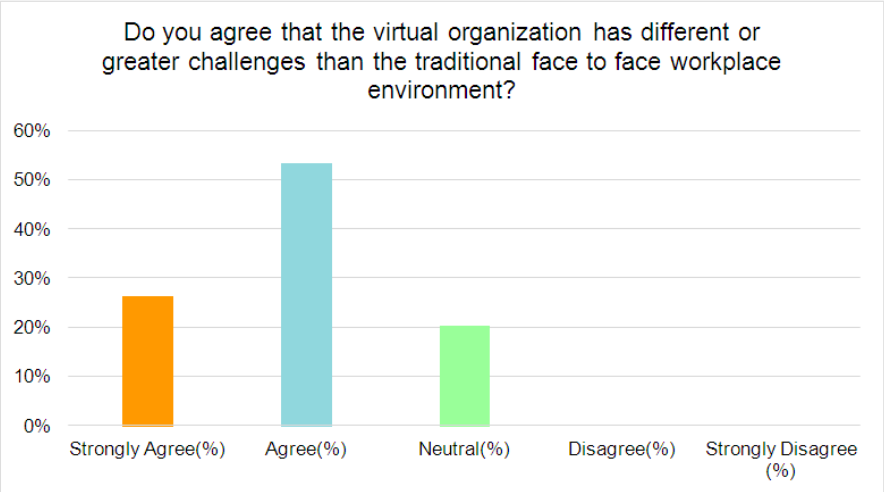
Maintaining Records :47 % agree that virtual reality is being used and 42 % Strongly Agree whereas 12% of them were neutral. None of the respondents disagree.

Continuous Employee Learning Solutions: 51% Strongly Agree that Virtual Reality is being used in this function and 34% of agree whereas 15% were neutral.

4.3 OBJECTIVE 2: To study the challenges of using Virtual Reality in HR practices.

This section identifies the various challenges that could be experienced as a result of using Virtual Reality and to know whether virtual organizations have more challenges or not. Below is the graphical representation and analysis of this section:

QUESTION 5:

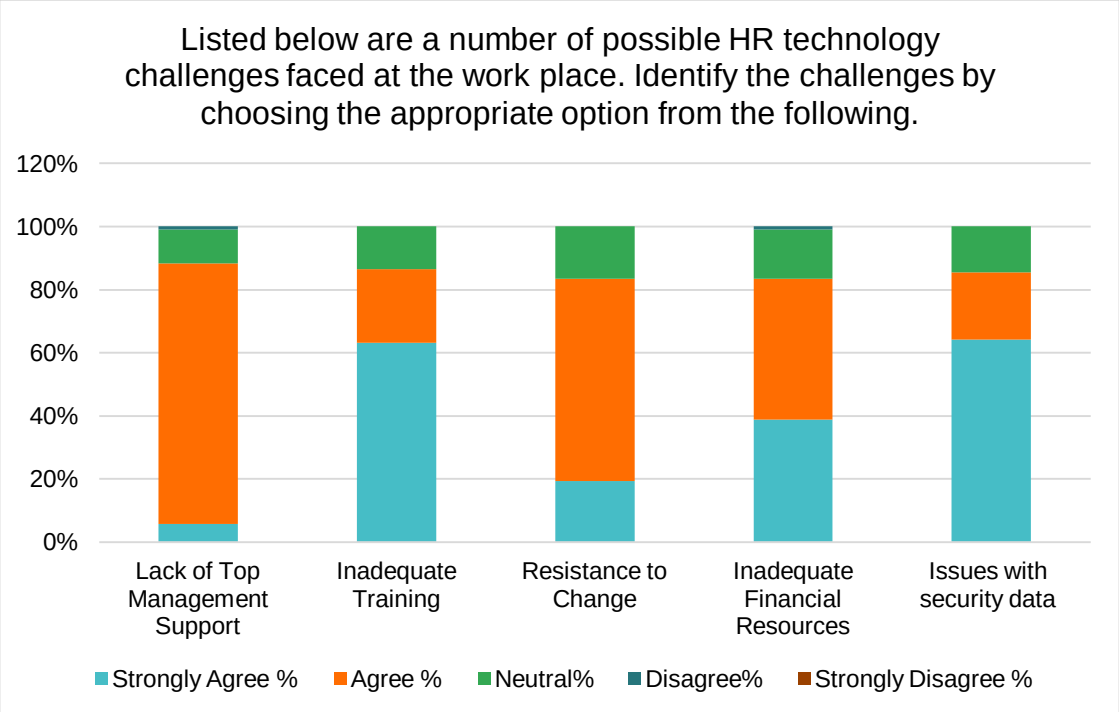


Statistics		
N	Valid	103
	Missing	0
Mean		1.94
Std. Error of Mean		.067
Median		2.00
Mode		2
Std. Deviation		.683
Variance		.467
Range		2
Minimum		1
Maximum		3
Sum		200

From the data it can be concluded that there is huge gap between Agree and Strongly Agree wherein 53% agree that the Virtual organizations has different or greater challenges as compared to the traditional face to face workplace environment and 26% agree whereas 20% were neutral.

None of the respondents disagree with the statement.

QUESTION 6:



Statistics

		Lack of top Management	Inedquate Training	Resistance to Change	Inadequate Financial Resources	Issues with security data
N	Valid	103	103	103	103	103
	Missing	0	0	0	0	0
Mean		2.07	1.50	1.97	1.79	1.50
Std. Error of Mean		.044	.072	.059	.073	.073
Median		2.00	1.00	2.00	2.00	1.00
Mode		2	1	2	2	1
Std. Deviation		.449	.726	.602	.736	.739
Variance		.201	.527	.362	.542	.547
Range		3	2	2	3	2
Minimum		1	1	1	1	1
Maximum		4	3	3	4	3
Sum		213	155	203	184	155

From the above data it can be concluded that:
Lack of top Management Support: 83 % of the respondents agree that Lack of top Management Support can be the possible challenge in an organization and only 6% of them strongly agree.
Whereas 11% were neutral and no respondent strongly disagree.
Inadequate Training: 63% strongly agree that inadequate training can be the challenge while

Implementing the virtual technology and 23 % agree. Whereas 14% of the respondents were neutral. None of the respondents disagree.

Resistance to Change: Majority of respondents i.e., 64% of the respondents agree that resistance to change can be the challenge and19% strongly agree. Whereas 17% of them were neutral and none of the respondents disagree.

Inadequate Financial Resources:45% of the respondents Strongly agree to the challenge that can be faced that is Inadequate Financial Resources and 39%of the respondents agree, whereas 16% of them were neutral and no one disagree.

Issues with security data: Majority of the respondents Strongly agree i.e., 64% to this challenge that an organization can face and only 15% agree. Whereas 15% of them were neutral.

Chi-square test

Gender * Lack of Top Management Support			
	Value	df	Asymptotic Significance (2sided)
Pearson Chi-Square	2.128[a]	3	.546
Likelihood Ratio	2.632	3	.452
Linear-by-Linear Association	.334	1	.564
N of Valid Cases	103		

Gender * Inadequate Training			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.438[a]	2	.803
Likelihood Ratio	.443	2	.801
Linear-by-Linear Association	.003	1	.957
N of Valid Cases	103		

Gender * Resistance to Change			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.116[a]	2	.347
Likelihood Ratio	2.232	2	.328
Linear-by-Linear Association	1.661	1	.197
N of Valid Cases	103		

Gender * Inadequate Financial Resource			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	3.470[a]	3	.325
Likelihood Ratio	3.825	3	.281
Linear-by-Linear Association	2.317	1	.128
N of Valid Cases	103		

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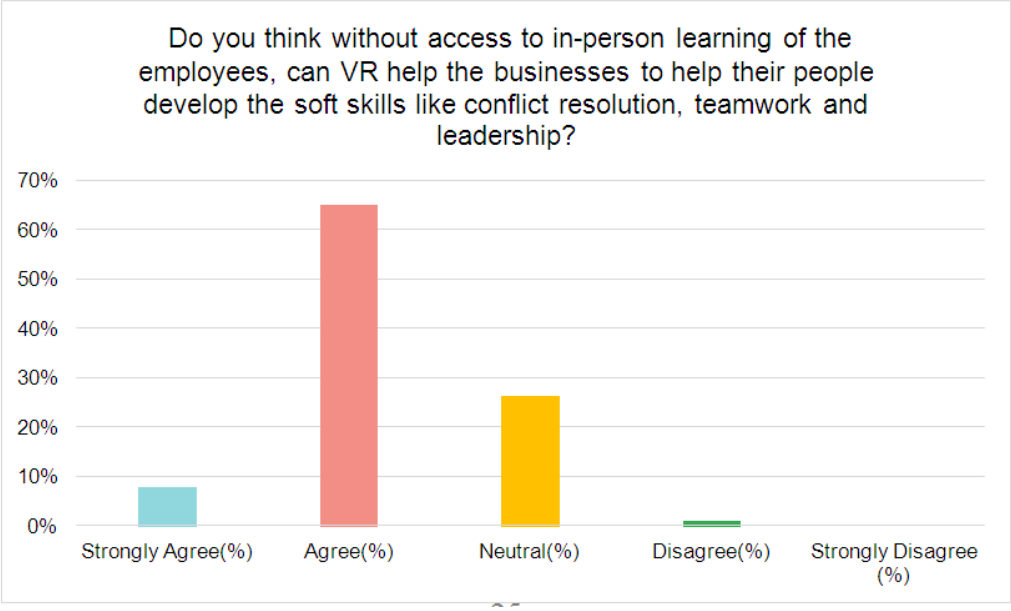
Gender * Issues with security data			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	.597[a]	2	.742
Likelihood Ratio	.590	2	.744
Linear-by-Linear Association	.589	1	.443
N of Valid Cases	103		

Chi-square test purpose was to find out whether there was some association between the gender and their opinions about the challenges of this technology. The 'a' in the table is the footnote for this statistic pertains to the anticipated cell count assumption (i.e., expected cell counts are all greater than 5: no cells have an assumed count less than 5, so this assumption was satisfied.

The corresponding p-value that is the Asymptotic Significance shown in the table is. 546.As the p -value is greater than the standard alpha value of 0.05, so therefore in this case we will accept the null hypothesis that states that the two variables are independent and for the following challenges also, the p- value is greater in all the challenge's so it will accept the null hypothesis. The data suggests that variables, gender and the challenges faced by them are not associated with each other

4.4 OBJECTIVE 3: To study the relationship between VR and its impact on Employee Performance

QUESTION 7:

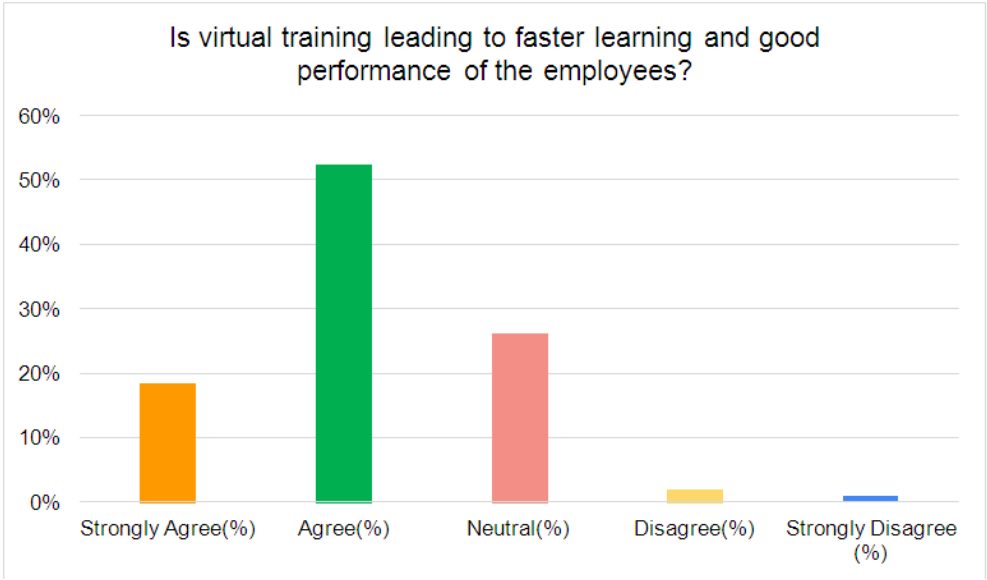


Statistics		
N	Valid	103
	Missing	0
Mean		2.20

Std. Error of Mean	.057
Median	2.00
Mode	2
Std. Deviation	.583
Variance	.340
Range	3
Minimum	1
Maximum	4
Sum	227

From the analysis of the data, it can be concluded that majority of the respondents that is 65% Strongly agree that VR can help the businesses to help their people develop the soft skills like conflict resolution, teamwork and leadership without access to in person learning of the employees and only 8% of the respondents agree to this. Whereas 26% of them were neutral and none of the respondents Strongly disagree.

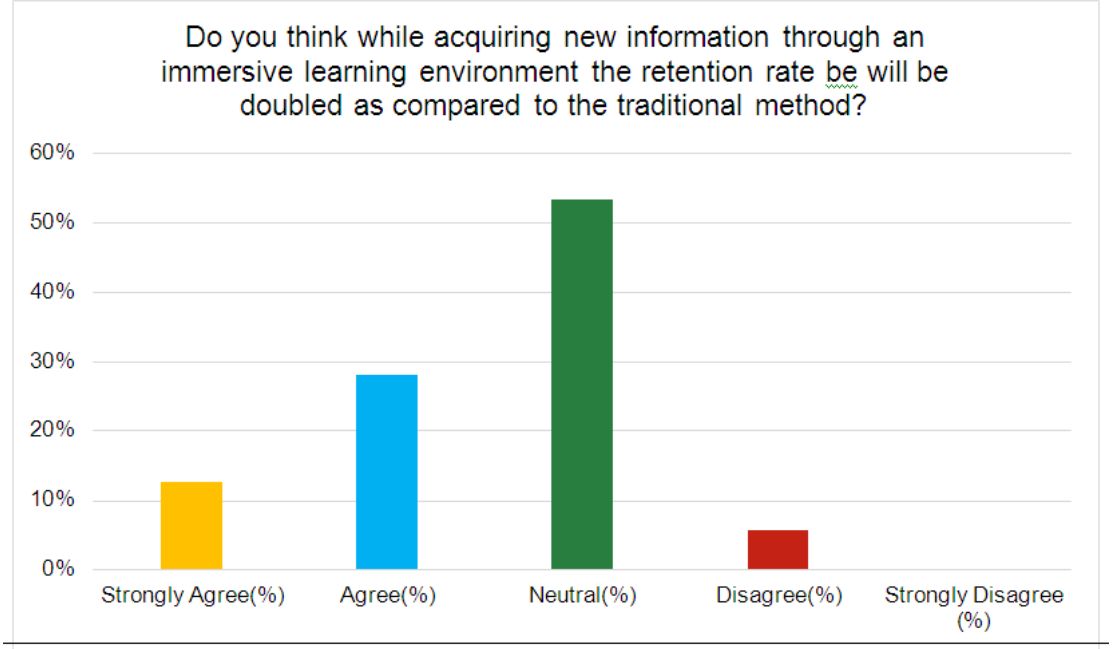
QUESTION 8:



Statistics		
N	Valid	103
	Missing	0
Mean		2.15
Std. Error of Mean		.076
Median		2.00
Mode		2
Std. Deviation		.772
Variance		.596
Range		4
Minimum		1
Maximum		5
Sum		221

From the data it can be concluded that 52% of the respondents agree that virtual training is leading to faster learning and good performance of the employees and 18% of them strongly agree. Whereas 26% of them were neutral with this and only 2% strongly disagree with this question

QUESTION 9:



Statistics		
N	Valid	103
	Missing	0
Mean		2.52
Std. Error of Mean		.078
Median		3.00
Mode		3
Std. Deviation		.790
Variance		.624
Range		3
Minimum		1
Maximum		4
Sum		260

The above data depicts that majority of the respondents that is 53% were neutral about this question that while acquiring new information through an immersive learning environment the retention rate will be doubled. Whereas 28% Strongly agree and 13% of them agree. Only 6 % of the survey disagree.

Correlation

Spearman's correlation is a nonparametric measure of the strength and direction of association that remains between two variables calculated on at least an ordinal scale. The Spearman test needs ranks to test for association.

Correlations

			Virtual Reality	Learning & Performance
Spearman's rho	Virtual Reality	Correlation Coefficient	1.000	.247*
		Sig. (2-tailed)	.	.012
		N	103	103
	Learning & Performance	Correlation Coefficient	.247*	1.000
		Sig. (2-tailed)	.012	.
		N	103	103

As the significant 2 tailed value is less than 0.05, correlation is statistically significant between the variables. Based on the results we can state that Virtual reality and learning and performance of the employees have a statistically significant relationship and the direction of the relationship is positive which signifies that these variables tend to increase together.

V. CONCLUSION

In recent years, many business operation technologies are facing development, as more and more technologies have put forward more proposals on commercial relief. For example, email and audio conferencing alone have become obsolete and inefficient in increasing the level of productivity required in virtual workplaces. COVID-19 will transform the world into virtual reality and after the crisis is over, work from home models is likely to continue and business travel is likely to be curtailed as virtual meetings are proving to be just as credible. Hence, Human Resources connects on a lot of different facets of the employee experience: hiring, training, and communicating. And Virtual Reality offers HR employees a new and startling way to improve all those areas. Forward thinking human resource (HR) functions are rapidly deploying immersive technologies such as virtual reality (VR) in a bid to make the HR process more efficient and attract better talent in their organisations.

Among the most valuable assets of any organization, employees top the list given that they are entrusted with all other factors of production. Human Resource Management (HRM), therefore, has been and will forever be one of the most important functions of any business. With the growing obstacles presented by the modern world, HRM also demands new and innovative methods to ensure effective recruitment of required talent, high productivity and low turnover. Virtual reality is one of the many modern technologies helping managers in successfully accomplishing these jobs.

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