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**Technology-Enabled HR Ethics - An Innovation Strategy for Sustainable Development Goals (SDGs) Of an Industry**

<sup>1</sup>Dr. D. Gnana Senthil Kumar, <sup>2</sup>Mrs. N. Yogambal

<sup>1</sup>Professor and Head, PG and Research Department of Management Science, Park's College (Autonomous), Chinnakkarai, Tirupur.

<sup>2</sup>Ph.D. Research Scholar, Department of Management Science, Park's College (Autonomous), Chinnakkarai, Tirupur.

Email: <sup>1</sup>gnanasenthil@gmail.com, <sup>2</sup>yogasuresh85@gmail.com

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**Abstract**

Technology-enabled HR Ethics are increasingly recognized as a strategy for Sustainable Development Goals (SDGs) in industries. To improve overall performance, productivity, and profitability, technology-enabled HR Ethics should be in line with any organization's HR policy. The integration of AI, automation, and other technologies into HR processes not only enhances efficiency and productivity but also fosters innovation and competitiveness. By leveraging these technologies, organizations can create a more agile workforce, improve decision-making, and drive sustainable growth. The shift towards a human-centric approach in HR Ethics, combined with the use of technology, is essential for organizations to thrive in a rapidly changing and competitive landscape. Businesses should always invest in technology and adjust to the changing scenario. This paper highlights how the Sustainable Development Goals (SDGs) in industries are accomplished through the implementation of technology-enabled HR Ethics. The study adopts secondary sources of data, which helps improving the researcher to justify the title taken for the study. The paper suggest how the technology to be adopted in HR practices in shaping the ethics practiced for the successful attainment of the Sustainable Development Goals (SDGs) which is a real success strategy for the growth of an industry.

**Introduction**

Technology-enabled HR ethics is a strategy that leverages technology to enhance ethical practices within human resource management. This approach is particularly relevant to reach the Sustainable Development Goals (SDGs) of an industry, as it aims to integrate technology with ethical considerations to achieve sustainable development. Organisation's HR policy paves the way to achieve the overall performance, productivity, and profitability of an industry. Technology-enabled HR ethics is essential for both arranging and managing a wide range of administrative chores and for enhancing

workplace conditions in the modern world, where all businesses strive to produce the most possible. Modern ICT in the workplace fosters employee interactions and expedites and streamlines work processes; thus, it is clear that technology plays a role in redesigning the entire framework of HRM practices. Technology-enabled HR ethics is an innovation strategy to reach the goals of an industry taking into consideration to convert it as Sustainable Development Goals (SDGs) of an industry.

## Literature Review

Indradevi R & Sathya N (2024), Modern ICT in the workplace fosters employee interactions and expedites and streamlines work processes; thus, it is clear that technology plays a role in redesigning the entire framework of HRM practices. Nevertheless, there are many obstacles to overcome when utilizing technology for strategic HRM, necessitating a careful examination of numerous factors. Companies need to ensure that their staff members have the necessary training and education in this area so they can profit from the rapidly advancing technology (1).

AI drives innovation in HRM by transforming traditional processes into intelligent, adaptive systems. Automated screening, personalized learning, and real-time performance feedback illustrate AI-enabled decision-making. Such innovations enhance agility and strategic alignment of HR with organizational goals, fostering a competitive advantage in dynamic business environments (2).

Integrating sustainable HR practices, ethical management, CSR, and analytics forms the cornerstone of the proposed framework. Each of these themes is essential for achieving a holistic approach to HRM in the digital age. Sustainable HR Practices: These practices focus on building a resilient and adaptable workforce by investing in employee development, promoting diversity and inclusion, and ensuring environmental responsibility in HR policies. Sustainable HR practices also prioritize long-term goals over short-term gains, fostering a culture of continuous improvement and innovation (3).

N. Mutyalu & G. Rajasekhar (2025), Sustainability is often associated with the natural environment, but it is actually multidimensional architecture that includes profit objectives, the Planet, and the people. In any organization, Human Resource Management (HRM) work should focus on achieving sustainability policies related to people, a section often overlooked in sustainability negotiations (4).

Marnis & Samsir (2025), Global organizations are increasingly required to contribute to the achievement of the United Nations Sustainable Development Goals (SDGs), particularly SDG. Climate change, environmental degradation, and growing social inequalities demand a paradigm shift in how firms design and manage their operations. In this regard, human resource management (HRM) has become a critical lever, as it directly shapes employee behavior, organizational culture, and long-term workforce sustainability (5).

## Human Resources

Human resources (HR) is the set of people who make up the workforce of an organization, business sector, industry, or economy. A narrower concept is human capital, the knowledge and skills which the individuals command. Human resources (HR) refers to the people in your organization who work together to achieve its short-term and long-term goals. Human resources management is the process of finding, hiring, training and managing your company's workforce. Your company's HR department serves as the glue that binds its disparate operations into a single coherent and efficient entity. It acts as a resource for employees and managers. Yet HR's true value to an organization is its ability to optimize the contributions of individuals and teams, as well as the efficiency and productivity of its various departments (Forbes Advisor).

## HR Practices

An HR practice is an element of an HR team's strategy for guiding and managing an organisation according to legal regulations, candidate expectations and organisational goals. Successful practices align with an organisation's business plan and contribute to its growth and productivity. Practices differ from activities, which are daily tasks that allow an HR team to execute its practices and strategy. These include duties like processing payroll, hiring professionals and training new team members (Indeed.com).

## HR Ethics

Ethics in human resource management indicates the treatment of employees with ordinary decency and distributive justice. It is a subset of business ethics. Human resource managers should avoid any kind of discrimination among the employees based on specific factors such as color, caste, culture, appearance, religion, employment fight, etc. Ethical business contributes to the business goals as the employees will feel motivated and they will work with efficiency and effectiveness (hub.com).

## Sustainable Development Goals (SDGS)

The Sustainable Development Goals (SDGs) are a universal call to action to end poverty, protect the planet, and ensure that everyone can live in peace and prosperity. In 2015, leaders from 193 countries came together with a shared vision: a better, fairer, more sustainable future for all. They saw the challenges ahead: rising hunger, growing inequality, worsening climate change, and millions of people displaced by war or

disaster, not far from home, but in their own communities. But they also saw hope.

### **Technology-Enabled HR Ethics**

HR Technology Ethics guides the responsible use of tech in managing people, ensuring fairness, privacy, and trust in the digital workplace. Understanding the ethical consideration surrounding human resources technology begins with a straightforward explanation of its core meaning. At its most basic level, HR technology ethics involves the moral principles and values that guide the design, implementation, and use of technological tools within the HR function. This includes everything from applicant tracking systems and performance management software to sophisticated AI-powered hiring platforms and employee surveillance tools. These technologies serve human dignity and organizational fairness, rather than undermining them. It is about recognizing that technology is not neutral; it carries the biases and intentions of its creators and users, and its application in managing people has tangible, significant consequences. The initial sense of this field addresses the immediate impacts on individuals. Consider the simplest forms of automation: collecting applicant data or scheduling interviews. Even here, ethical questions arise regarding data privacy and accessibility. As technology advances, the complexity escalates. The basic thing is acknowledging the power imbalance inherent when an organization deploys technology that affects an individual's livelihood or career trajectory. Therefore, the fundamental is rooted in safeguarding individual rights and promoting equitable treatment in the digital workplace.

### **Core Ethical Concerns**

Several key areas constitute the bedrock of HR technology ethics for those new to the topic. Grasping these points provides a necessary foundation.

- *Privacy* - The collection, storage, and use of employee and candidate data raise significant privacy concerns. Individuals have a right to understand what data is being gathered about them and how it is being used.
- *Bias* - Algorithms can perpetuate or even amplify existing societal biases based on race, gender, age, or other protected characteristics, leading to unfair outcomes in hiring, promotion, or performance evaluation.
- *Transparency* - Users of HR technology, both employees and candidates, should ideally understand how decisions

affecting them are being made, particularly when automated systems are involved.

Each of these points represents a critical dimension of the ethical landscape. The initial delineation of these issues helps frame the conversation around responsible technology adoption. Without a clear statement on these foundational principles, organizations risk implementing tools that inadvertently cause harm or erode trust. HR technology ethics fundamentally concerns applying moral principles to tools in managing people, ensuring fairness and respect.

### **Steps for Ethical Implementation**

Even at a foundational level, organizations can take concrete steps towards ethical HR tech use. These steps involve basic due diligence and a commitment to human-centric design.

1. Understanding the technology - Gain a clear explanation of how a tool works, what data it uses, and what outcomes it drives.
2. Assess potential harms - Identify where the technology might introduce bias or compromise privacy.
3. Seek input - Involve employees and relevant stakeholders in the selection and implementation process.
4. Establish clear policies - Develop guidelines on data usage, monitoring, and algorithmic decision-making.

Adopting this perspective means moving beyond simply whether a technology is efficient or cost-effective. It demands considering its impact on the human element of the organization. The specification of these steps provides a starting point for building a more ethical technological infrastructure within HR.

### **Conclusion**

Technology-enabled HR ethics align HR ethics with overall business objectives, by leveraging technology, organizations can streamline processes, enhance communication, gather and analyze data effectively, and ultimately. Technology offers a range of tools and solutions that empower HR professionals to make data driven decisions and drive organizational success, from recruitment and on boarding to performance management and employee engagement. Embracing technology in HR ethics is not just a trend but as to achieve Sustainable Development Goals (SDGs) imperative in today's fast-paced and competitive business landscape. By embracing technology in HR practices as an ethics, organizations can not only enhance operational efficiency and cost-effectiveness but also strengthen their competitive advantage by

attracting, developing, and retaining top talent in alignment with their strategic objectives.

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