

HUMAN RESOURCES-LATEST TECHNOLOGY TRENDS

Article Particulars

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Abstract

Rapid changes in technology have affected businesses in more ways than we can count, from globalization and organizational adjustments to a workforce clamoring for remote and mobile job opportunities -and human resources has had to adapt swiftly. If HR wants to continue to play a critical role in helping businesses anticipate and manage organizational change, it must have technology at its core.

With Millennials making up more than half of the current workforce- and predicted to make up 75 percent by 2020 - HR is going to have to embrace and build on technological advancements to meet both employee expectations and business requirements. Talent analytics and workplace analysis will become more commonplace, and companies using the data available to them will be far more competitive.

Keywords: *Technology, adapt swiftly, HR, employee, employer*

The uses of technology

There are a wide variety of technology trends that have begun to give shape and substance to the world of human resources. Some of them include:

The Use of Talent Websites

With the rise of globalism, more and more business owners realize that real talent is not confined to a specific geographical region. In recognizing this principle, many of these business owners are requiring human resources representatives to make use of international talent sites and forums to find qualified job candidates.

Video Job Interviews

More and more employers are using web based job video interviews to screen candidates for employment. In some cases, hiring managers will conduct screening interviews via video. In other cases, most of the interview process takes place using video. Oracle, for example, uses HireVue's video interview technology to interview candidates in locations as diverse as Dublin and Bucharest.

Video Interview Benefits for Employers

The use of video interviewing is growing.

It started with high tech companies, but diverse employers are increasingly aware of the benefits of web based video interviewing. There is consistency - all candidates are asked the same set of questions.

Questions can be specifically tailored to the job the employer is hiring for. Hiring managers have the opportunity to replay, review, and rate the interviews online, so they can compare candidates without having to remember who said what or review their notes.

After hiring managers to review the video interviews, they can select certain candidates for managers to review. Again, the manager can see each candidate answering the same questions, and can compare the responses. For the employer, video interviewing can save time and hiring expenses, because there are reduced travel costs and management time.

Video Interviewing for Candidates

How about for you, the candidate for employment? Can video interviewing help you get the job?

It can if you prepare thoroughly. A good video interview can be as effective as an in-person interview. It's important though to understand how the process works, so that you can interview professionally.

HireVue is a premier provider of recorded video interview services and conducts HireVues around the world every day.

The Video Interview Process

- The company selects candidates for video interviews.
- Arrangements for an interview are scheduled - at home with your webcam, a company office, an off-site location with a webcam setup, or via a webcam sent to the applicant.
- A tutorial will provide instructions on the webcam and the interview.
- There will be 10 - 15 questions related to the job the company is hiring for.
- The applicant will have 30 seconds to read the question and two minutes to respond.

Mobile Optimization

As many technological experts know, sales for mobile devices currently exceed those of personal computers. With this idea in mind, human resources representatives are recognizing the value (and perhaps necessity) of being able to communicate with prospective employees through their iPhones. To accomplish this objective, HR representatives can optimize the mobile experiences of job candidates by making it

easy for them to do things such as apply for a job via mobile device as they eat their lunches or ride on the train.

Clean Up Your Office with the Cloud

The cloud is another innovation that is changing HR in a big way. Both collection and storage of data have always been a big part of HR's function and, until the cloud, meant hard drive space, piles of paper, filing cabinets, and desk drawers. Naturally, this led to inefficiencies, security issues, data loss, and chaotic office spaces.

Today, all of this information can instead be stored in the cloud -documents and other pertinent information can be easily accessed online while data can be collected through simplified forms and automated processes. Employee information - like tax forms, payroll data, performance reviews, and contact information - can be archived and organized in one secure location.

Cloud-based systems and Big Data go hand in hand. All of this data can provide valuable insight if you know how to interpret it, which has already made a tremendous impact on HR. However, in the future, HR's challenge will include the need for higher levels of interpretation and broader application of the insights cloud-based systems and Big Data provide.

Give Employees What They Want with Mobile Technology

Cloud security makes it easy to limit access to information. At the same time, cloud-based mobile platforms allow individuals to access their information more readily than ever before.

Imagine if you didn't need to email HR every time you had a question about your benefits or paycheck; instead, you had log on to a portal where all that information was at your fingertips. Imagine if you could use the same portal to request time off, change your mailing address, or confirm contributions to your 401 (K).

Mobile HR apps make it easy for employees to access this kind of information anywhere and anytime. And that makes life easier for HR workers, too.

Get Smarter with Big Data

Compliance and risk avoidance are essential principles for HR, underlying every function and task. Because of this, HR has earned a reputation for being mired in time-consuming duties with significant amounts of paperwork.

But technology has changed much of that monotony, via new HR portals and platforms that digitize much of the information HR needs to process. Today's technology gives HR professionals access to the power of Big Data -impacting the way businesses understand their customers, market to new audiences, and communicate with existing and prospective employees.

When combined with other technologies, Big Data provides a tremendous amount of insight and allows HR professionals to make decisions backed by concrete information and more efficient processes:

- Big Data gives HR a fact-based view of the current workforce, identifying emerging trends so businesses can adapt.
- Predictive analytics allow for better risk-management decisions. For example, they can identify employees who could benefit from additional training or highlight teams that may be struggling.
- Analytics also allow recruiters to assess potential employees based on the real information; by basing hiring decisions on facts instead of hunches, they can improve the quality and placement of new hires.

Blockchain

The Blockchain is one of the most revolutionary technologies of the past few years. Originally developed as the accounting method for the virtual currency Bitcoin, blockchains – which use what is known as distributed ledger technology (DLT) – are appearing in a variety of commercial applications today. Currently, the technology is primarily used to verify transactions, within digital currencies though it is possible to digitize, code and insert practically any document into the blockchain but other industries have already begun to develop a variety of applications.

Blockchain technology can be used to manage employee payment, decentralize documentation, speed up data processing, legal aid documentation and a great deal more. For HR, the most exciting possibilities are probably the opportunity to make it possible for internationals to spread out their salary and compensation processes so that they are less expensive and far quicker to operate – all without losing privacy and even gaining transparency.

One company already operating a blockchain-based payroll system is Bitwage, a San Francisco-based organization that uses the technology to facilitate cross-border payments through the use of Bitcoin. Bitwage allows employees or contractors around the world to be paid by organizations in their preferred currency, handling the conversion of Bitcoin to local funds. Employees can use 25 different currencies to receive wages, and Bitwage promises to pay out within 48 hours regardless of where workers are located.

Augmented and virtual reality

Yes, admittedly this one was massively overhyped, that happens with most technologies. At the same time, there is real potential here. Imagine how useful it would be if the moment people walk into your office, the computer system automatically pulls up data about them for you to peruse while you are having a conversation.

Similarly, there are going to be huge benefits to not having to look at your computer every time you need some fact or figure about a person or a company.

VR also has some huge advantages. For example, imagine the advantage of having the first round of interviews happen online instead of having all the participants coming in. This will massively speed up the process of finding a replacement and will even make it easier to get people to apply from other cities or even countries.

Skype already serves that function, but it is not quite the same.

Another great function that these technologies could serve is that they will make it easier for people to learn new skills. They can both work online and gain hands on experience – something that until now has been an oxymoron.

Conclusion

Despite the potential impact, many companies still have not made the switch to modern HR systems - but we think it is only a matter of time. As we barrel into the future of technology in the workplace, HR has a lot to look forward to; cloud computing, easier storage, better insights, and greater transparency are only the beginning. Because of efficiencies, cost savings, employee expectations, and the power of Big Data -for HR and organizations as a whole -technology is too business critical ignore.

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