

Opinion : The HR Catalyst

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GAURAV VERMA DWELLS UPON FOUR KEY TECHNOLOGICAL INNOVATIONS WHICH ARE TRANSFORMING THE HUMAN RESOURCES TODAY

People analytics

Conventionally, HR databases were of overlooked collections of old resumes from old applications and the social of employees database reflects the consequences for the days-to-day level of engagement. However, this data is now being used to analyze and predict future trends and identify key skills sets that are in demand and develop a strategy for the skills that the HR team are looking for. The idea of the skills that the company was looking for has changed. HR teams are now looking for long-term, consistent resources instead of providing the required skills and availability of things. Over the last few years, the job market has been moving from a brick-and-mortar HR database to a digital one, and this has led to a shift in the way HR teams are looking for talent. HR teams are now looking for data that can help them identify and address skills gaps that exist within their organization. This is where people analytics comes in. People analytics is the use of data and advanced analytics to help HR teams make better decisions about hiring, retention, and performance. It can help HR teams identify and address skills gaps that exist within their organization. It can also help them to predict future trends and identify key skills sets that are in demand. This is where people analytics comes in. People analytics is the use of data and advanced analytics to help HR teams make better decisions about hiring, retention, and performance. It can help HR teams identify and address skills gaps that exist within their organization. It can also help them to predict future trends and identify key skills sets that are in demand. This is where people analytics comes in.

HR applications and tools

The market has had HR management tools for several years now, with varying levels of effectiveness and utility. For the most part, these tools were trackers that required manual input, and would only aid HR executives in the same manner as to-do lists would. However, advancements in communication technologies have made these tools and software suites immensely more powerful.

These tools now allow for a much more streamlined recruitment process, from allowing applications to be sent in through mobile devices, allowing for online video interviews and communications, to presenting current employees with data about their leaves, in-and-out times, meetings, reminders, tasks, and so forth. These applications are an important support system for HR employees, helping them not just keep track of the many things they have to do over the course of a day, but also by helping them conduct those activities with a level of convenience not seen before.

HR platforms

A kind of big brother to HR applications and tools, HR platforms are end-to-end employee management systems that enable technology to optimize nearly every aspect of HR functioning. Their in-built recruitment management systems handle everything from sourcing, online interviewing, interview management, candidate scoring, ongoing candidate relationship management, and onboarding. They also provide technical support for HR teams to look at existing employee's KRAs, goals, targets, performance, concerns, feedback, and other metrics that help them gain an immediate insight into the health and efficiency of the company's workforce. They often have features that allow the employees to have access to their own dashboard, where they can track their own performance according to metrics set by their superiors in the corporate hierarchy or by themselves. These systems have exhibited increased efficiency and performance amongst employees across functions and verticals.

Big Data/AI in recruitment

One of the biggest challenges that HR teams face during recruitment is being able to predict whether a candidate will be a 'good fit' for the company or not. Subjective evaluations of a candidate's 'attitude' are fraught with inaccuracies, as candidates are looking to sell themselves to a company and often overstate their eagerness to perform, but show their true colors and capabilities once they are hired. This mismatch between expectations and reality are difficult to deal with, especially since the atmosphere of suspicion that they create can lead to the rejection of worthy candidates and accepting unworthy candidates who project an air of unwarranted confidence. But why risk making such arbitrary choices when you can use data and computers to do it for you? Using massive amounts of collected information and improving over time, AI can use Big Data to help HR teams choose between different candidates by giving more accurate probabilities about which candidate would be a better choice for your company.

Tags : Gaurav Verma, HR management , Aasaanjobs