

Mgr. Dagmar Halová

Technologies in HR

Today's topic

- AI in recruiting
- Cloud technologies
- Online communication tools
- Online education
- Analytical tools
- Automatisations

AI in recruiting

Automated resume screening:

AI can analyze and evaluate resumes of potential candidates based on specified criteria, allowing for quicker identification of the best candidates for a given position.

Chatbots for candidate communication:

AI-powered chatbots can answer common candidate questions, provide information about the recruitment process, and collect relevant candidate data.

Candidate behavior analysis:

AI can analyze candidate behavior on websites or social media and provide insights into their interests, skills, and preferences, helping to create more personalized and targeted recruitment strategies.

Candidate sourcing and identification:

AI can search the internet and databases to find suitable candidates based on specific criteria and assumptions.

Soft skills assessment:

Some AI tools can analyze voice or video recordings of candidates and provide insights into their soft skills, such as communication, collaboration, and adaptability.

Employee success prediction:

AI can predict the success of a candidate in a given position based on historical employee data and their job performance.

Cloud technologies

HR Information Systems (HRIS):

- Cloud-based HRIS platforms allow organizations to centralize employee data, including personal information, employment history, performance evaluations, and training records. This streamlines HR processes such as payroll, benefits administration, and compliance reporting.

Recruitment and Applicant Tracking:

- Cloud-based applicant tracking systems (ATS) enable recruiters to manage the entire recruitment process online, from posting job openings to screening resumes, scheduling interviews, and making hiring decisions. These systems also facilitate collaboration among hiring managers and team members.

Performance Management:

- Cloud-based performance management software allows organizations to set goals, track employee performance, conduct evaluations, and provide feedback in real-time. This promotes transparency, accountability, and continuous improvement within the organization.

Learning Management Systems (LMS):

- Cloud-based LMS platforms enable companies to deliver and manage employee training and development programs online. Employees can access training materials, complete courses, and track their progress from any location, improving learning outcomes and employee engagement.

Employee Self-Service Portals:

- Cloud-based employee self-service portals empower employees to manage their own HR-related tasks, such as updating personal information, submitting time-off requests, accessing pay stubs, and enrolling in benefits programs. This reduces administrative burden on HR staff and enhances employee satisfaction.

Data Analytics and Reporting:

- Cloud-based HR analytics tools leverage data from various HR systems to provide insights into workforce trends, employee engagement, turnover rates, and other key metrics. This enables HR professionals to make data-driven decisions and identify areas for improvement.

Remote Work Enablement:

- Cloud technologies support remote work by providing employees with access to HR systems and tools from anywhere with an internet connection. This flexibility allows organizations to accommodate remote and distributed teams while maintaining productivity and communication.

Online communication tools

Internal Communication:

- Online communication tools such as instant messaging platforms, team collaboration software, and internal social networks enable HR departments to disseminate important announcements, policy updates, and company news to employees in real-time. This fosters transparency, keeps employees informed, and promotes a sense of belonging within the organization.

Employee Engagement:

- Online communication tools can be used to facilitate employee engagement initiatives, such as virtual town hall meetings, employee forums, and pulse surveys. These platforms allow HR professionals to gather feedback, solicit ideas, and recognize employee contributions, fostering a culture of openness and collaboration.

Performance Feedback:

- Online communication tools support ongoing performance feedback and coaching between managers and employees. HR departments can implement tools that facilitate continuous feedback loops, goal setting, and performance discussions, helping employees develop their skills and achieve their objectives.

Remote Work Support:

- With the rise of remote work, online communication tools play a crucial role in supporting virtual collaboration and teamwork. Video conferencing platforms, project management software, and document sharing tools enable remote employees to communicate effectively, collaborate on projects, and access necessary resources from anywhere with an internet connection.

Recruitment and Onboarding:

- Online communication tools streamline the recruitment and onboarding process by enabling HR teams to conduct virtual interviews, coordinate hiring activities, and deliver onboarding materials to new hires electronically. This reduces administrative overhead, speeds up the hiring process, and ensures a seamless transition for new employees.

Training and Development

- Online communication tools support training and development initiatives by providing virtual classrooms, webinar platforms, and online learning management systems (LMS). HR departments can deliver training sessions, workshops, and educational resources to employees across different locations, ensuring consistent skill development and knowledge sharing.

Employee Support Services

- Online communication tools can be used to provide employee support services such as HR helpdesk support, benefits enrollment assistance, and wellness programs. Chatbots, self-service portals, and online FAQ repositories enable employees to access information and resolve HR-related issues quickly and efficiently.

Online education

E-Learning Platforms

- Advanced e-learning platforms leverage technologies such as artificial intelligence (AI), machine learning (ML), and data analytics to deliver personalized learning experiences. These platforms offer interactive multimedia content, adaptive learning paths, and real-time feedback, catering to individual learning preferences and maximizing learning outcomes.

Mobile Learning Apps:

- Mobile learning apps enable employees to access educational content anytime, anywhere, using their smartphones or tablets. These apps leverage features such as gamification, microlearning modules, and social learning communities to make learning convenient, engaging, and collaborative.

Virtual Reality (VR) and Augmented Reality (AR):

- VR and AR technologies provide immersive learning experiences, allowing employees to interact with realistic simulations, scenarios, and virtual environments. These technologies are particularly effective for training in high-risk or complex environments, such as manufacturing, healthcare, and emergency response.

Simulation Software

- Simulation software enables employees to practice and refine their skills in a risk-free virtual environment. From flight simulators for pilots to medical simulators for surgeons, simulation technology allows employees to gain hands-on experience and develop expertise without real-world consequences.

Artificial Intelligence (AI) Tutors

- AI-powered tutoring systems use natural language processing (NLP) and machine learning algorithms to provide personalized learning support to employees. These systems can answer questions, offer explanations, and adapt the learning content based on the learner's progress and performance.

Social Learning Platforms:

- Social learning platforms leverage social media-like features to facilitate peer-to-peer knowledge sharing, collaboration, and community building among employees. These platforms encourage informal learning, discussion forums, and knowledge exchange, enhancing the overall learning experience and fostering a culture of continuous learning.

Adaptive Learning Systems:

- Adaptive learning systems use algorithms to analyze learners' behavior, preferences, and performance data to tailor the learning experience to their individual needs. These systems adjust the difficulty level, pacing, and content delivery in real-time, ensuring that each employee receives targeted support and challenges.

Summary

- What have you learned today?

Homework

- What technological trends were applied in your organisation?

Thank you for your attention

dagmar.halova@mvso.cz