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Making Hiring Enjoyable

Digitalizing Human Resource

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Human Resource (HR) digitization is the major shift impacting organizations. It has acquired exponential acceptance over the years; HR must implement new techniques and processes to stay up with the workforce's fast modernization.

The advantages of a systematic approach include the development of innovative operational HR procedures to aid in the improvement of communication, cooperation, and access to data analytics.


Due to the use of automation in evaluating the candidate's specialty, technical capabilities, and years of experience, digitalization methods such as video interviewing enhance recruiting accuracy by up to 86 percent. This results in process simplification, which leads to increased efficiency and production, saving your company time and money.

Furthermore, according to the Oxford University study, 90 percent of HR administrative positions are anticipated to be automated by 2035. Already, talent in Malaysia is being impacted by AI, with 61 percent of respondents in a Hays poll saying they had felt the impact of automation, either partially or considerably.

Human resource digitalization is well underway. Recruiters are now utilizing a wide range of channels, including their own career pages, employment marketplaces, and, most importantly, social networking sites such as Xing and LinkedIn. They are also rapidly adopting social media platforms such as Facebook, Instagram, and others, as well as messaging apps such as WhatsApp and Snapchat. HR managers of today are multichannel professionals with a diversified and cross-media skill set that rivals that of many marketing agencies.

However, digital recruiting is not a means to an end. It's not about mindlessly networking or trying to be present on as many channels as possible just because that's what everyone else is doing. Recognizing possibilities, avoiding risks, comprehending new technologies, and adopting them strategically are all part of digital transformation in recruiting.

Challenges
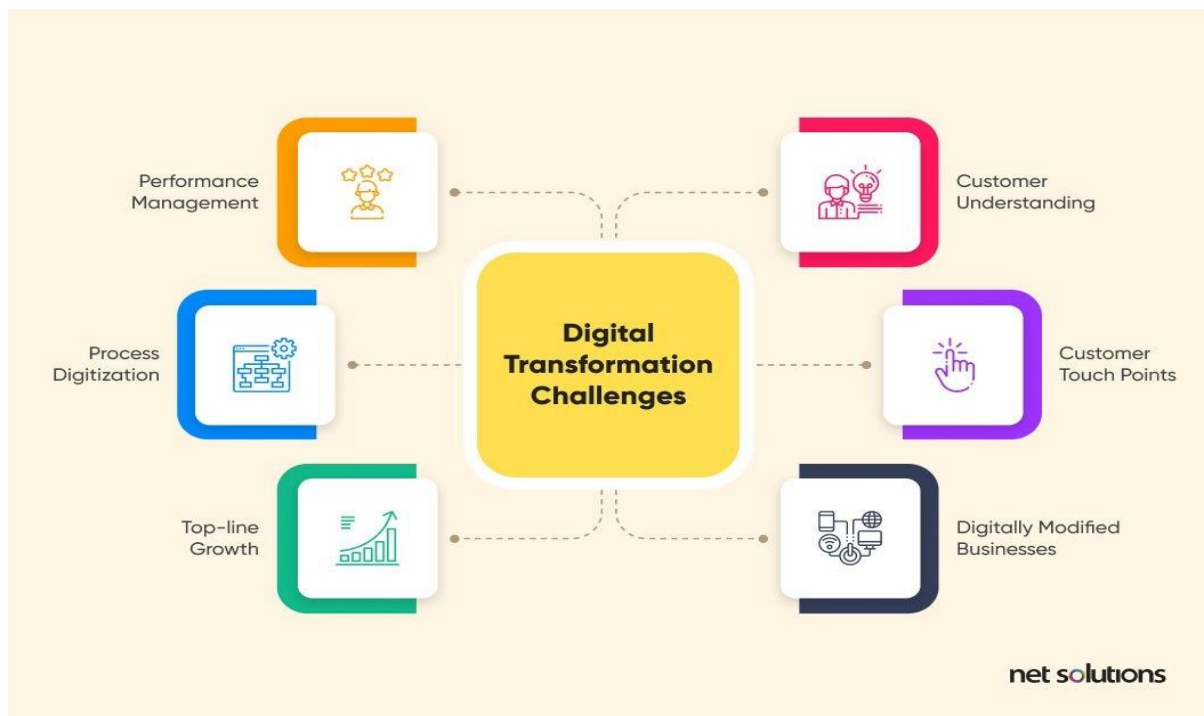
The only guaranteed approach to achieve success in your organization's digital transformation journey is to properly grasp and prepare for the digital transformation difficulties that may arise along the road.

Not only do businesses and their employees suffer as a result of the transition, but so do the stakeholders linked with the brand. Any digital transformation of a firm should be done with considerable caution and study.

We'll figure out what's preventing these firms from succeeding on this critical path to growth and scalability, and what the remedy is to get started like a pro.

According to an NST survey, 98.5 percent of Malaysian SMEs fall behind in the application of digital HR solutions. This might be due to a variety of factors ranging from budgetary limits to managerial red tape. According to a poll done by Vase.Ai and Digi, the primary impediments to becoming digital were:

- Organizational Culture,
- A scarcity of IT resources, and poor management
- Uncertainty over the Digital Transformation Budget
- Digital Safety
- The Agility Competition

- Ineffective and disorganized data (32 percent)
- High-cost platform processing (44 percent)
- The digitization conundrum will render their employment obsolete (15 percent)
- Inefficiency of the system in task consolidation (17 percent)

Ways to go digital
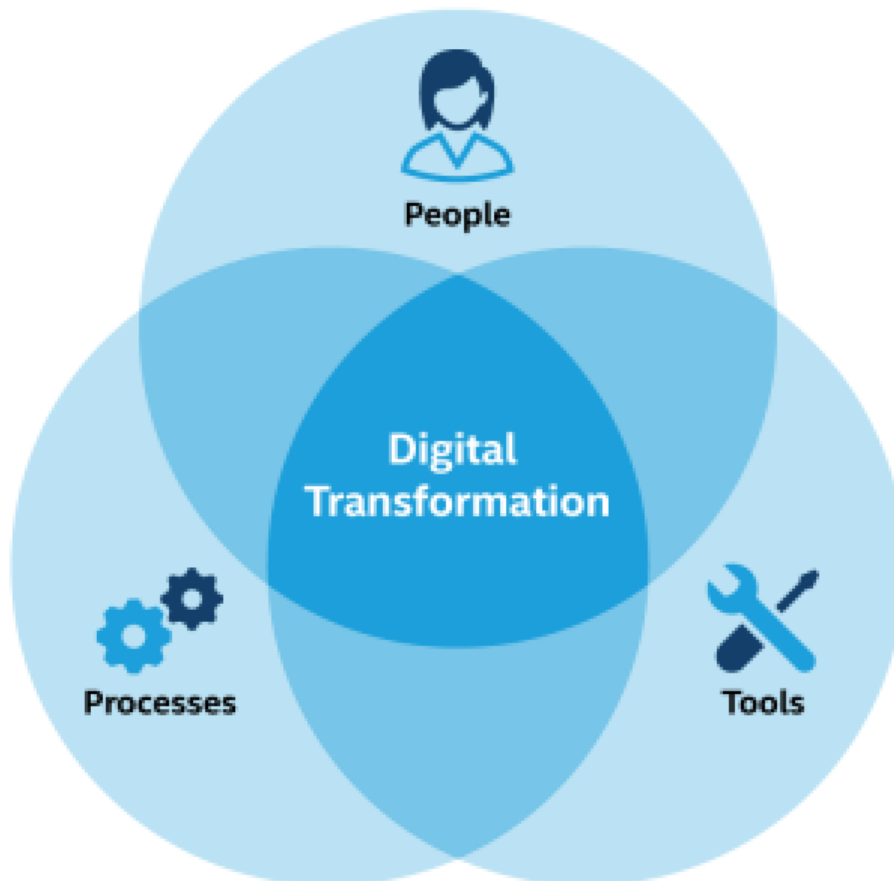
1. Eliminating paper

With the widespread usage of email and Microsoft Office, it's no wonder that many HR procedures have yet to go paperless in their everyday operations. This entails massive piles of documents for benefit claims, leave applications, and other items that necessitate a significant amount of tracking and organization, much alone the time required to complete them.

Paperwork that requires inter-departmental permission would require a single piece of paper to travel across building levels to obtain the relevant signatures. Keep in mind that HR departments in large corporations deal with hundreds, if not thousands, of pieces of paper every day. Not to add that some businesses pay data-entry clerks only to enter information from paper documents into excel spreadsheets.

2. Automated motion

Automation saves hours of laborious labor. Routine jobs, such as processing hundreds of medical claims, can usually be automated.

3. Workplace Gamification

The use of game dynamics in non-game scenarios will assist businesses in developing higher employee engagement. Companies, for example, might recognize workers for meeting KPIs, recognizing their efforts in coping with difficult situations, or simply being wonderful coworkers!

Companies can also use real-time leader boards to encourage friendly rivalry among coworkers. This encourages employees to communicate with one another, which improves their performance.

4. App for employee self-service

Nowadays, smartphone applications make everything easier. Smart apps have streamlined HR processes for employees and altered how employees engage with the organization. Employees may use mobile applications to get information at their fingertips rather than traveling to HR for transactional information. This is the epitome of "Employee Self-Service."

5. Using social media to recruit

With the rise of social media, recruitment has undergone significant changes. LinkedIn, for example, has changed the way individuals present their profiles and has made it easier for recruiters to grasp one's past. Not only that, but it also aids in the evaluation of one's personality on other social platforms such as Facebook.

6. Analysing People

It is critical that the company's knowledge of the personnel corresponds to the real situation. Companies frequently make assumptions or depend on industry benchmarks, but are they reliable? Aside from that, with millennials entering the workforce, businesses will need to adjust to shifting demographics.

How do you monitor employees' behavior, which appears to be more qualitative than quantitative? There are companies where an employee medical benefits management platform that delivers real-time data analytics of employees' health-seeking behavior and automatically reports essential information such as the most often requested therapies. Assume a manufacturing business has a high number of medical claims regarding respiratory ailments, indicating that the employees may have been exposed to airborne particles. As a result, businesses may create easy and targeted wellness initiatives, such as supplying proper face masks, to help minimize such medical issues.

7. Training using Virtual Reality

Learning is always enhanced by hands-on, real-world experience or practice. Companies may now recreate real-life scenarios during training thanks to the rise of virtual reality (VR).

8. Culture of the Internet

Finally, the use of digital platforms in various HR procedures has created a new set of cultures that are relevant to the expanding millennial generation. With the retirement of baby boomers and Generation X, the company's workforce will be dominated by millennials.

This generation of young and enthusiastic folks grew up with technology and knew how to utilize it to their advantage. Aside from that, they are drawn to this form of digital culture, which is inextricably linked to the other nine digitalization behaviors outlined previously.

Epilogue

Adoption of digital solutions for HR operations is vital for organizations because they give various benefits such as reducing redundant/repetitive tasks, lowering the risk of mistakes, and freeing up time for HR to focus on critical tasks. It is a frequent assumption that digitalization is difficult to implement, yet these 8 principles can provide a low barrier of entry.