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EFFECTS OF TECHNOLOGY



TALENT
MANAGEMENT

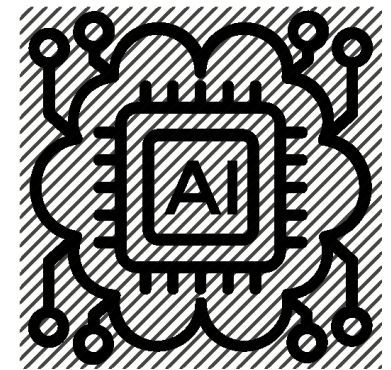


KNOWLEDGE
MANAGEMENT



EMPLOYEE
TRAINING

ARTIFICIAL INTELLIGENCE



Artificial intelligence (AI) refers to technology used to perform a task that requires a certain level of intelligence to accomplish.

Recruitment



Identify suitable candidates

A preliminary analysis of a candidate's resume

Chatbot, routine questions

Increased effectiveness by 16%

Reduced the screening time per candidate from 32 minutes to 8 minutes

Automation of Administrative Tasks



Elimination of low-value tasks

Allocating office space

Providing the right equipment

Interview scheduling

Pre-screening questions

Employee Training

Large datasets with information on job profiles and skills

Providing training suggestions

Personalized training programs

Evaluating employee skills and analyzing company needs



Future of HR

2 cases of evolution according to Deloitte

High level of automation and the company as a personal career partner

- In HR departments, new technologies such as AI and VR are commonly applied to build close, long-lasting relationships with employees.
- Services ranging from compensation and benefits to training and development are customized to perfectly match the employee's needs.
- Although unions openly criticize the accumulation of sensitive data within HR, their significance have declined.

High level of automation and the company as one of many workplace providers

- Weak relationship between employers and employees.
- Use of advanced data analytics to design employment contracts.
- No employee satisfaction.





Low level of automation and the company as one of many workplace providers

- HR departments are still among the largest teams in most companies.
- HR employees focus on matching supply and demand at the lowest cost.
- Low level of training and inflexible compensation policies.
- Employees think of companies only as a provider of a job that can easily be changed.

Low level of automation and the company as a personal career partner

- Employer rather rely on a large HR workforce that understands the needs of their employees.
- Employers build a close relationship with the workforce.
- Employees feel appreciated and reward their employers with loyalty, performance, and a renunciation of unions.

GOOGLE'S COMPANY CULTURE

- Creativity is Encouraged**  Lounge area, The cafeteria, Beanbag Chair
- Hiring for Character and Skill**  Math and reading can be taught, Character cannot
- Happiness is a Science**  **Not** (HR) department **BUT** “People Operations.”
(Health care , Parental leave , Death benefits , Global Education Leave program)
- Defined Core Values**  The need for information crosses all borders.

WORKING ENVIROMENT

- Salary - Google has very high salaries
- Creative license - Staff are allowed to spend 20% of their time working on personal projects.
- An awesome team - Google only looks for the best and brightest minds
- Pets at work - employees are free to bring their pets to work
- A fun work environment – Google creates low stress environment for employees

Conclusion

