

The Digital Transformation of Human Resource Management



HR TRANSFORMATION



HR FUNCTIONS THAT CAN BE DIGITIZED

1. Recruitment process
2. Performance management
3. Employee engagement and communication
4. Onboarding and orientation
5. Payroll
6. Learning and development

CONCLUSION

The HR department has improved to uphold the dual mission; to digitally transform its operations to better improve the employees experience while simultaneously transforming the employees to improve customer satisfaction.

“As a rule of thumb, the effective implementation of HR automation to efficient operation is bound to magnify end to end organisation efficiency.”
 ~ Ayomide Olotu

The role that technology plays in the life of every organization cannot be overemphasized. However, the mode of operation is changing as new technologies are emerging. Technology has come to aid the efficiency of workers in various workplaces than ever before. It has arrived to promote effectiveness, accuracy, efficiency, and better time management.

What is Human Resources?

Human Resources or HR is a department in an organization saddled with the responsibility of recruiting and selecting potential job applicants, training and developing the skills of employees on the job, as well as overseeing the compensation and welfare of employees to help the organization gain a competitive edge.

HR plays an important role in assisting companies to manage an ever-changing environment. In addition to this, HR department helps to maintain a company's core values and culture.

The Digital Transformation of Human Resource Management

The concept of digitally transforming Human Resource Management involves making changes with a view to automate HR processes and reduce the time spent on routine tasks, as well as to use the freed-up time to strategize and benefit from the business bottom line, thus improving employee experience.

Digital transformation is a combination of two components which are:

Digitization (moving from manual processes to digital processes) and *Digitalization* (imbibing the culture of using technology to run an enterprise). The combination of these two components results in agile organization which can easily adapt to swift evolution of technology.

HR Functions That Can Be Digitized

When considering digital transformation, it is important to note that the focus is more so on the people and processes within the organization. Furthermore, it is an undisputable fact to say that HR is the most strategic department for digital transformation in every organization. Examples of HR functions that can be digitized include:

1. **Recruitment Process:** Recruitment is crucial, and by digitizing your recruitment process, you will be able to automate manual work, and as well be able to transform the whole hiring process. There are many benefits to digitizing recruitment process, the top 3 of which are:
 - The potential to meet more candidates
 - The ability to automate repetitive task
 - Reduction in the cost of recruitment
2. **Performance Management:** This brings ease to managing performance, ensuring the accuracy of, and reducing the time taken on appraisal. Adding to this, the effectiveness and efficiency of employees will increase as they will be able get feedback on their work which will help them improve better.
3. **Onboarding and Orientation:** Productive orientation and onboarding goes beyond just ensuring that new hires have access to necessary information and compliance forms, but also provides a pleasant experience that motivates new employees giving them the feeling that they are cherished by the organization. Digital transformation helps the organization achieve this with a reduced cost on both onboarding and orientation programs.

HR leverages automation as a way to boost productivity and ameliorate the disadvantages that comes with the adoption of manual routine processes, excessive use of hard file, use of paper-based forms, desk to desk transfer of hard paper files for approvals.



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