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Ways to Drive Learning and Behavioral Change with the Help of HR Technology

HR technology a catalyst for change

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The company asked them to come to work in clothes they used to wear in their zoom meetings 😂

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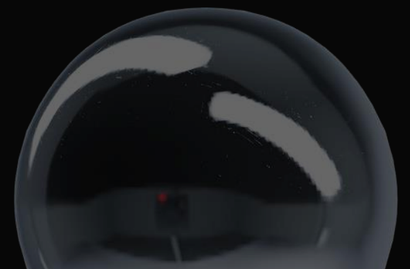
“

Technology is the game changer.

Organizations that combine effective HR management processes with effective HR technology are likely to be more productive and more profitable than those that do not.

”

SHRM



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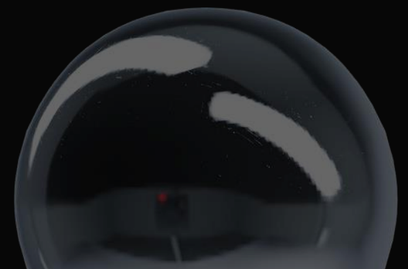
“

Technology is the game changer.

What’s important is that you have a faith in people, that they’re basically good and smart, and if you give them tools, they’ll do wonderful things with them.

”

STEVE JOBS



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Discussion points

Key topics covered in this presentation

- An introduction to HR technology
- What it means for your business
- Why should HR leaders care about HR Technology
- The benefits of HR technology on learning and behavioral changes
- What to watch out for in the near future

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An Introduction to HR Technology

HR Technology (Human Resources Technology) is an umbrella term for software and associated hardware used to automate the human resources function in organizations and it has successfully transformed paper-clogged, cumbersome processes and noise-filled HR departments into efficient and quieter work environments.

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Is HR Technology Limited to HR Software?

1

Artificial Intelligence, Machine Learning and Robot

HR chatbot, virtual assistant that simulates human dialogue with candidates and employees in automating comprehensive recruitment.

2

Blockchain Technology

BlockChain has an excellent use case for authenticating the genuineness of resumes and validating the data of the prospective candidates.

3

Messaging Platforms

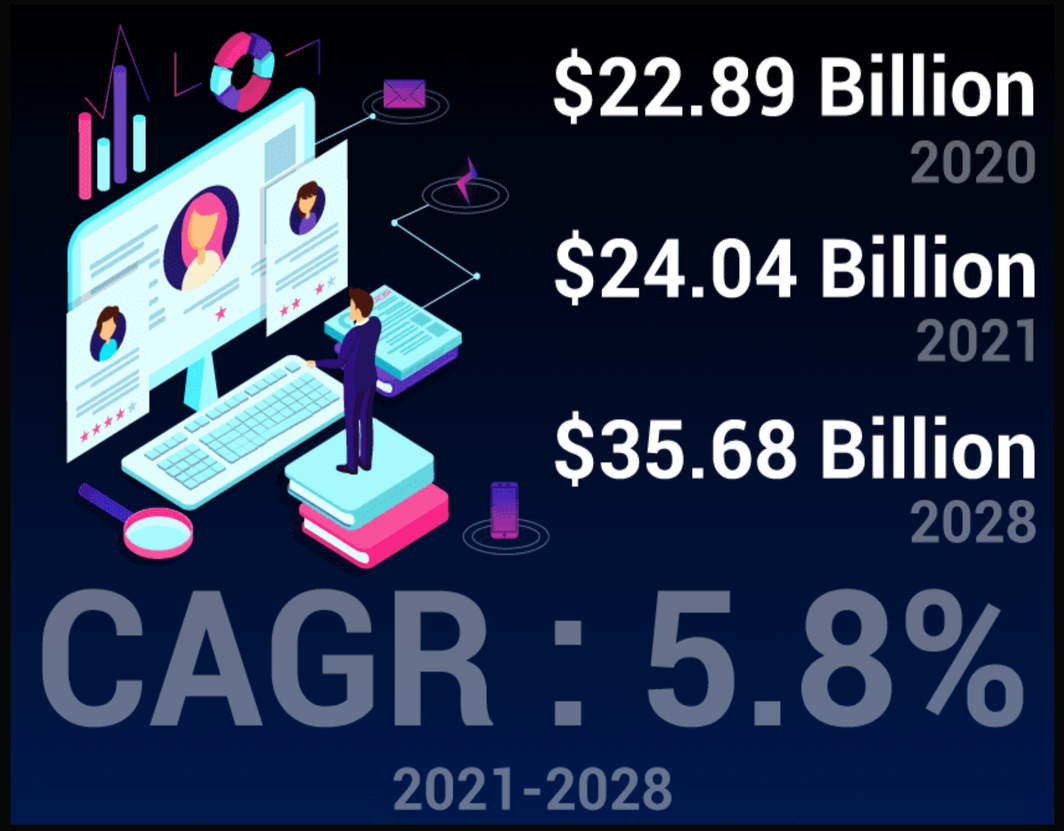
More openness and collaboration with employees daily. Provides instant, open communication and agile environment

4

BPM or Intranet

Business Process Management tool for easy access to documents

How big is the HR Technology Market?



Source: Fortune Business Insights

According to analysis by Verified Market Research, the global HR technology market will be worth $38.36 billion by 2030.

The past few years have seen a surge in activity of HR management technologies especially in Nigeria.

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What HRT means for your business & Employee development

1

Value

Greater decisions aimed at creating long-term value for an organization by aligning business needs with agility and focusing on strategic enablement rather than just efficiency and effectiveness.

2

Time

More time to refocus on more strategic and Business centered initiatives.
SoftSuite Use Case

4

Deliver social recognition and rewards

Recognize workers for their accomplishments to keep them satisfied and engaged with the help of a talent management system.

3

Communication maximization

More openness and collaboration with employees daily, E.g., feedback on performance evaluation

5

Sharpen manager coaching skills

Good managers tend to lead more productive and engaged teams of employees. Leverage technology to identify trends and leadership development needs.

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Why should HR leaders care about HR Technology?

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Work-Life Before HR Technology

- More risks of manual errors when it comes to keeping records and creating documents
- Limited channels of communication
- Longer and more time-consuming processes and projects

Work-Life With HR Technology

- Increased accuracy when it comes to crunching numbers and record-keeping
- More ways to communicate and collaborate
- Improved efficiency of day-to-day operations

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The benefits of HR technology on learning and behavioral changes

HR Technology Helps Provide Real-Time Employee Feedback

When used in conjunction with performance management software, these tools can help organizations track areas for improvement.

HR Technology Helms Company Culture Change

Provides an onboarding program that provides an easy way to onboard employees while reinforcing the organization's values and culture.

HR Technology Encourages Social Engagement

Encourages socially interactive work environment and approaches towards dealing with various situations, and ensures a process that sparks conversation outside of the workplace.

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The benefits of HR technology on learning and behavioral changes

HR Technology Helps Build a Talent Pipeline

Build a strong talent pipeline by collecting and analyzing employee data. This data can also be used to forecast demand and plan accordingly.

HR Technology Helps Measure and Drive Learning Outcomes

Interactive learning can help make the content relevant by enabling employees to apply skills in real-time scenarios.

HR Technology Helps Enhance Productivity

Bring precision to time tracking with the Time & Attendance management software.

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What to watch out for in the near future

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Aligning HR Technology with your company strategy

- -Reduce your payroll processing time by 25% in the next year?
- -Integrate time and attendance for seamless experience
- -To be efficient and focused in recruiting efforts
- -Have instant actionable analytics
- -To have a robust Tax localization (Nigeria or Africa or Global)
- -Database: Date tracking and workflow capabilities
- -Customizable/extensible

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Mistakes to avoid when buying HR Technology

- -Preoccupying entirely on price
- -Check the fine prints
- -Don’t be unrealistic in your expectations
- -Not asking enough questions i.e testimonials and references
- -Not getting buy-in from employees

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OTHERS to watch out for;

Increased task automation and use of modern tools.

Extra focus on high-value tasks.

Continuous investment in cybersecurity and security technology.

A better conscious focus on mental health.

Greater geographic distribution and representation of the workforce.

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Key Takeaway

➔ Process optimization for effective and efficient job delivery.

➔ Ensure proper employee satisfaction, upskilling, and career progression.

➔ Up-to-date employee information for managerial decision-making.

➔ Encourages an employee-inclusive company structure.

➔ An all-inclusive system breeds learning and behavioral change.

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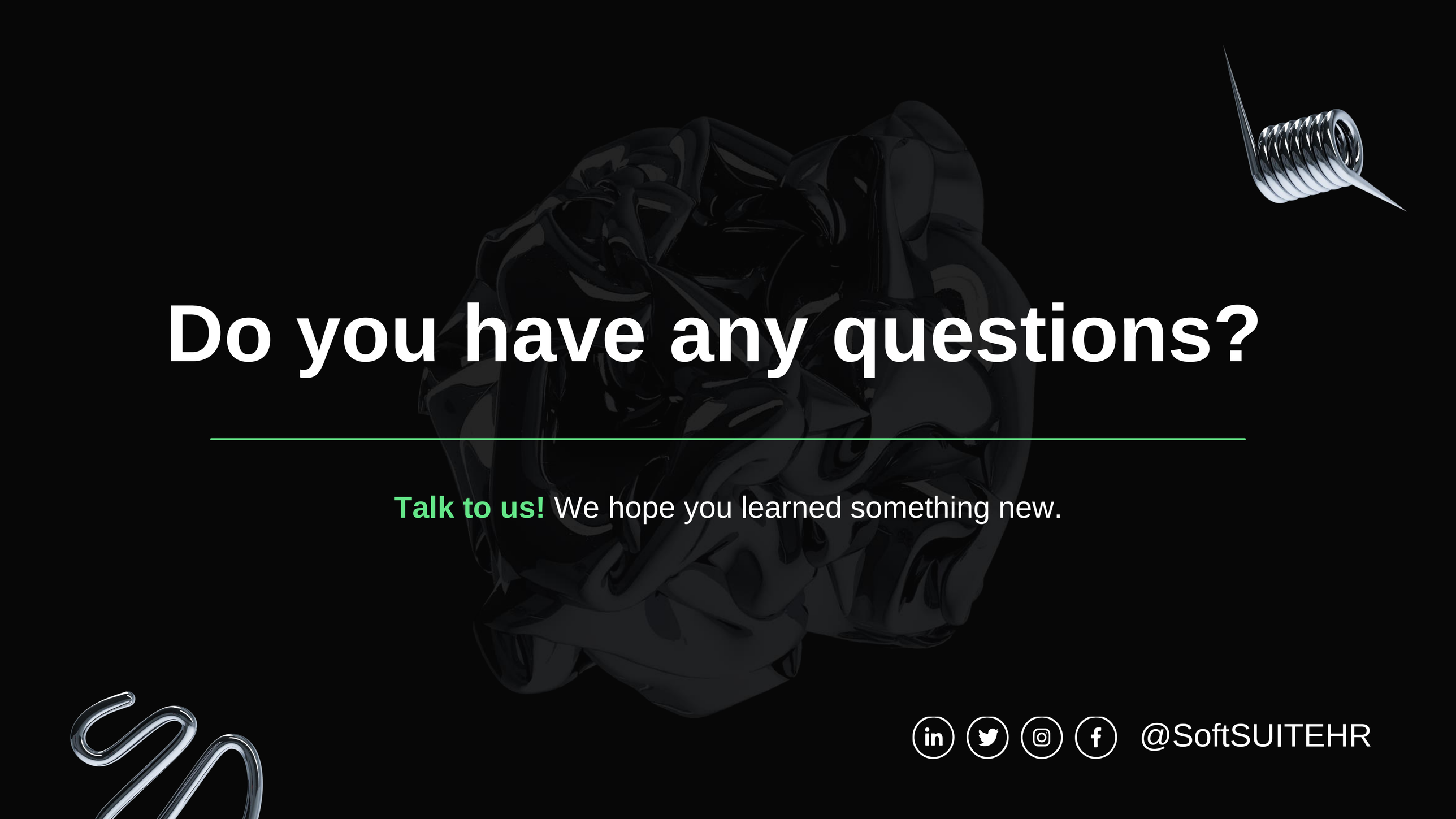

Do you have any questions?

Talk to us! We hope you learned something new.

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