

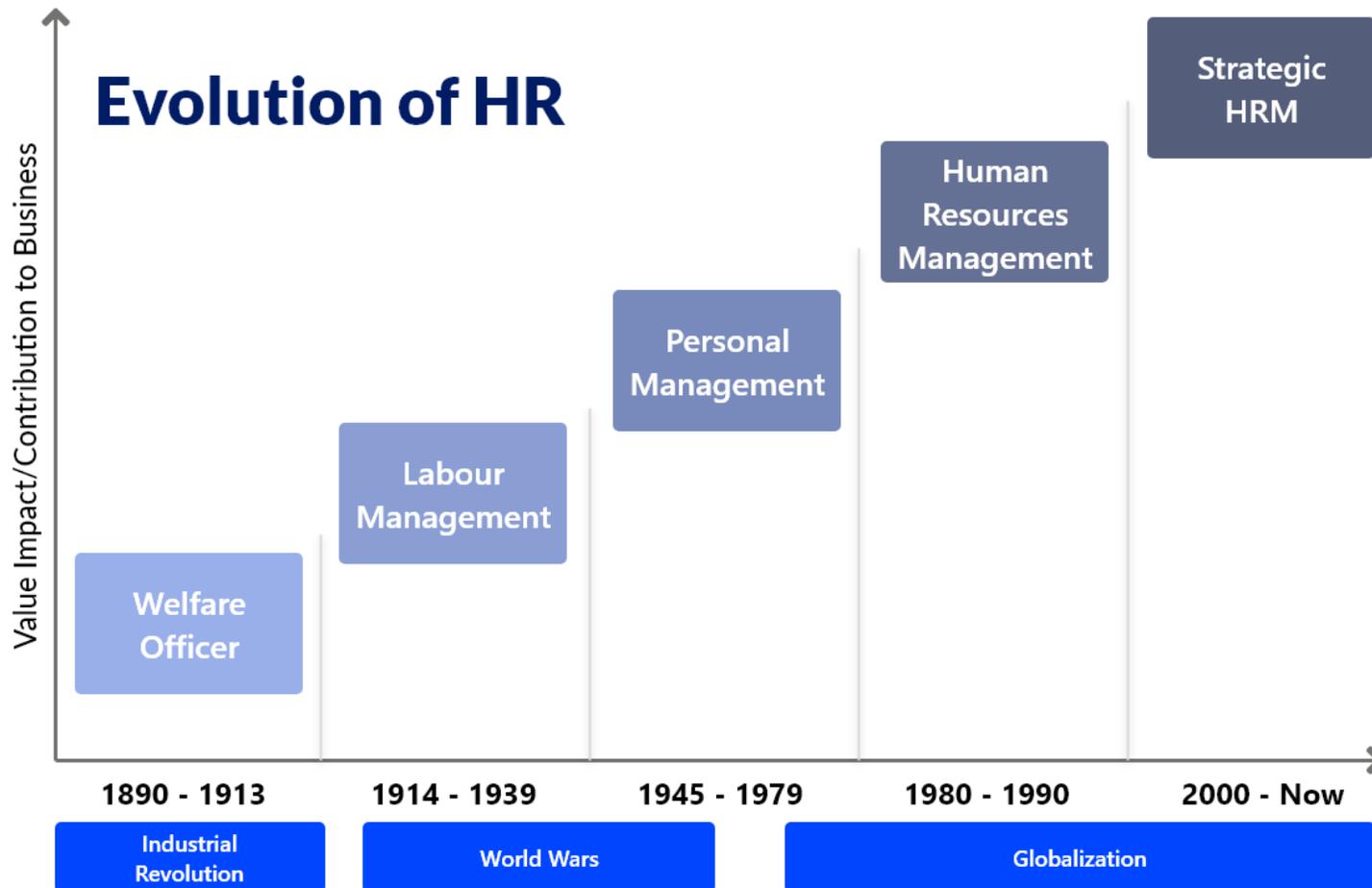
Technology impact on HR Evolution

Mihai Găvan

everythinghr®

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How did we start?

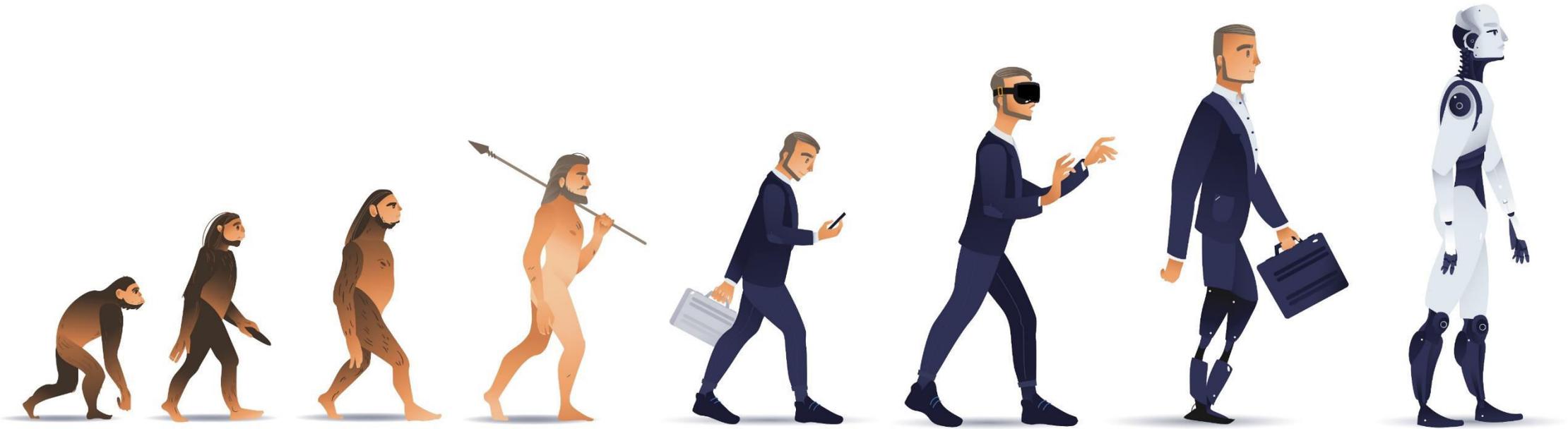


Future of HR

- Remote work practices
- Data and AI
- Cybersecurity thru AI
- Work from Home leading to Work From Anywhere
- Chatbot facility
- Metaverse

The new reality

- 75 to 375 million may need to switch occupational categories and learn new skills until 2030
- 40% of the world's jobs will be replaced by robots in the next 15 to 25 years
- Approx. 70% of the existing jobs will no longer be available in 2035.



Low level of technological advancement in HR

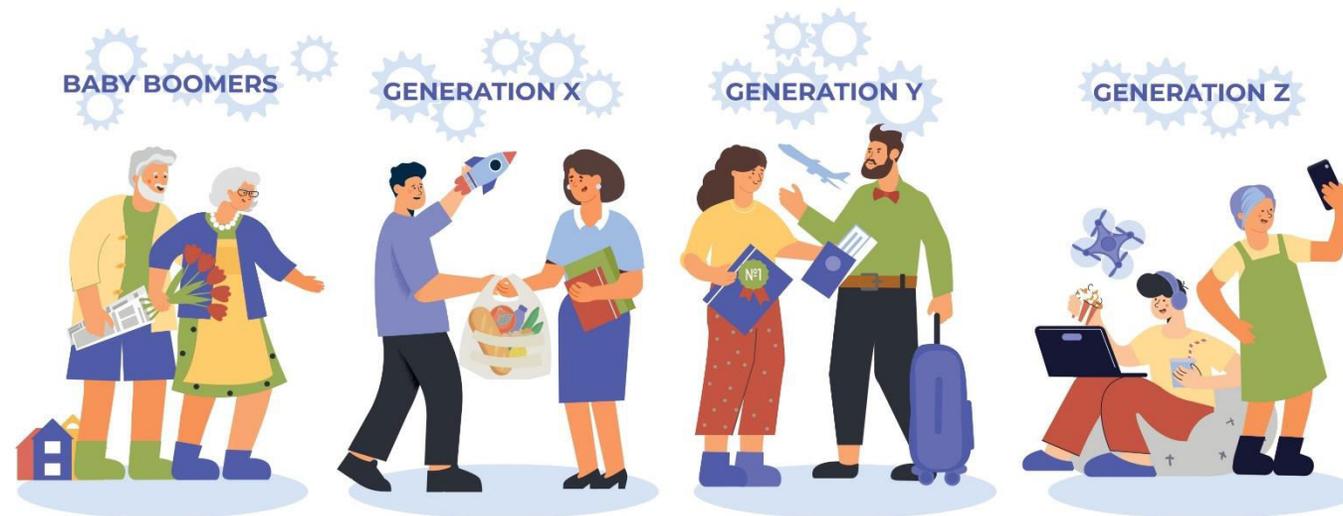
- Most companies use basic software for personnel administration, payroll and recruitment
- More tools are needed to support business decisions that lead to a great employee experience:
 - Monitor the path of the employee within the organization
 - Chatbots for 24/7 support
 - Continuous feedback
 - Self service
 - Electronic signature for HR documents
 - Evaluation tools



Accelerated technology adoption and resistance to change

The demand for new technology is high, while the adoption rate for employees is dependable on generation:

- 80% of employees in Romania are from Y and Z generation - digital first
- Baby boomers and X generation have a strong resistance to change, especially digital. For them, support in adopting a solution is essential



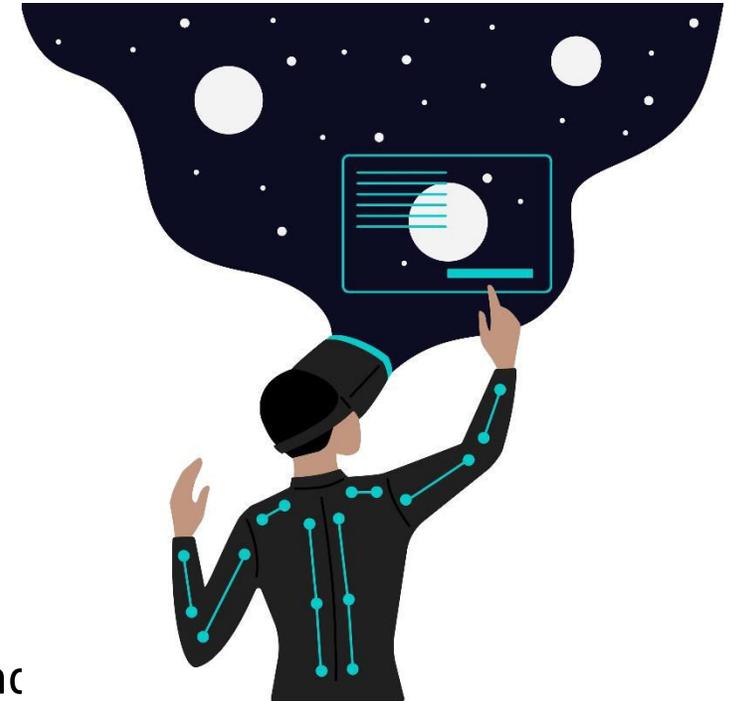
Have you tested?

Metaverse can allow HR departments to:

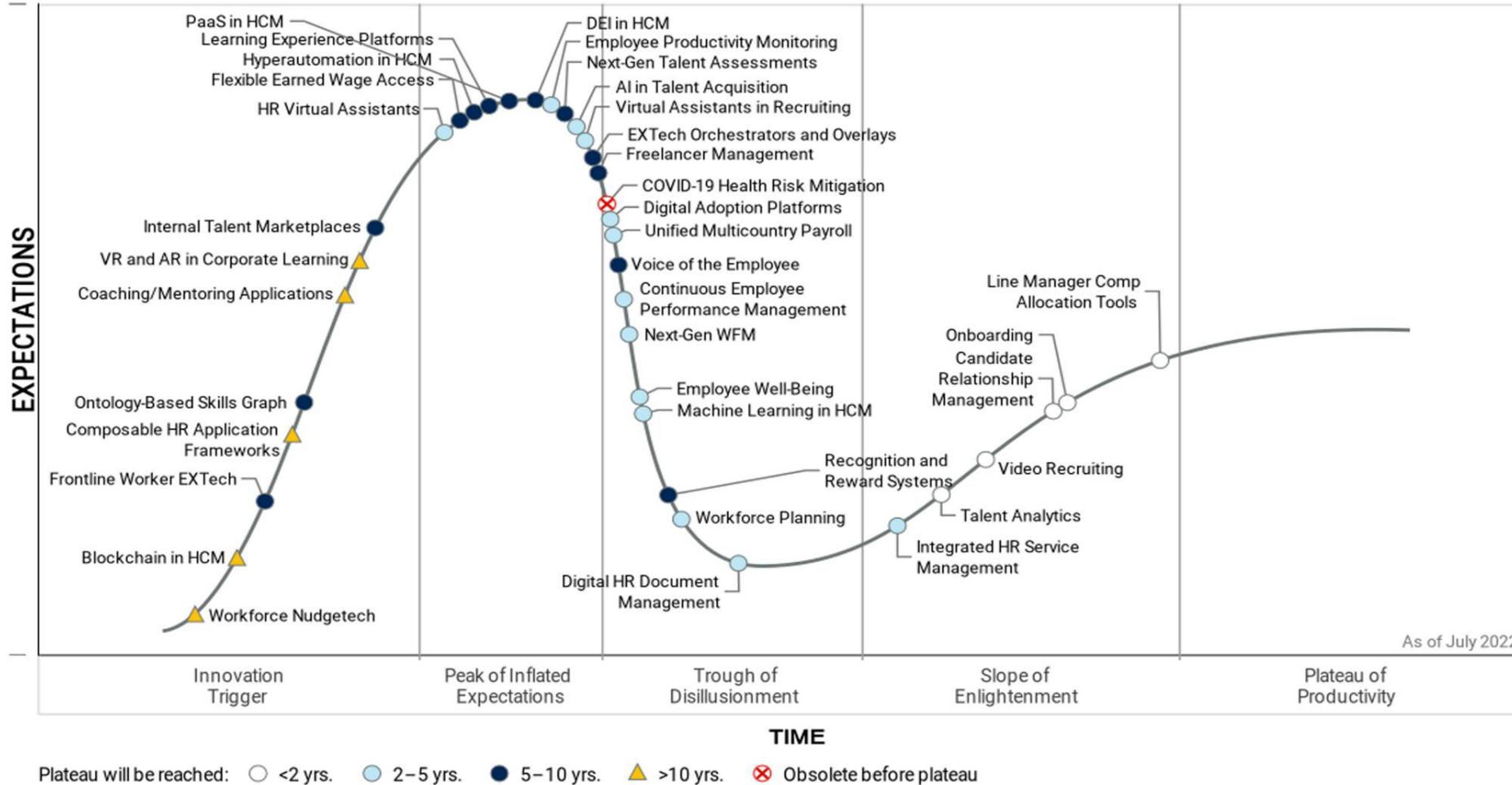
- create virtual job fairs and recruiting events
- employee training and development
- virtual performance management systems that track employee productivity and provide feedback in real time
- virtual offices and meeting spaces

ChatGPT/AI for:

- writing a job description or list the interview questions for the cand
- generate different letters for employees



Hype Cycle for Human Capital Management Technology, 2022



“By the end of 2025, 35% of large enterprise organizations will have a dedicated budget for HCM technology innovation, up from 10% today”, Gartner, July 2022

Mihai Găvan
Global Strategic Alliances Director

mgavan@totalsoft.ro

www.charisma.ro



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