

REINVENTING THE FACE OF MANGEMENT

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ABSTRACT

What could be more important than realizing that the world of HR is on the edge of a dramatic shift that will literally change the entire focus of HR .For decades the world of business was dominated by established brick-and-mortar firms like General Motors, Sears, and GE. However, over the last handful of years, what it takes to dominate in business has shifted dramatically. To the point where the new dominating firms like Apple, Google, Microsoft, Amazon, and Facebook lead with the highest market cap value (across all industries) because of their speed and innovation.

Trends will always have ups and downs, yet they also have a certain level of predictability. People analytics aren't new, but HR professionals will apply them in new ways during the next year. Better HR technology also means that 2017 prediction models can help corporations ensure better hiring outcomes, optimize the existing organizational structure and diminish attrition rates. HR managers shouldn't just follow trends in 2017: They should also recognize the usefulness of basic fundamentals. Developing the best company culture survey possible can help them determine the strength of what their corporation has to offer new talent. Plus, organizational culture survey questions can help all levels of management clarify their vision for the New Year.

This new vanguard of firms prospers not because of their physical facilities or a century of storied corporate history, but because they have increased their innovation rates, speed, and adaptiveness, almost exclusively with the use of data analytics. Let's explore some reinvention in management.

Keywords: Data Analytics, Digital Transformation, People Analytics, Reinvented HR, Strategic HR Metrics

I. INTRODUCTION

HR leaders are sizing up a handful of challenges that they weren't yet facing in the early days of 2016. Over the next 12 months the solutions to those obstacles will have to evolve and adapt as the overall business world does the same. Still, it's worth taking a look back at what's changed in the past year in order to see what's in store for human resources professionals in 2017.

Today, almost every company is undergoing a digital transformation. Cloud and mobile computing, artificial intelligence, and increasing automation have created the potential to transform nearly every aspect of a business. A survey of CEOs conducted by Fortune asked whether they thought their company was a “technology company” and 67% of CEOs said yes. The same can be said for forward looking HR departments like those at IBM and General Electric. HR leaders such as Diane Gherson at IBM, and Susan Peters at General Electric, are transforming HR to deliver an employee experience that is human centered, uses the latest digital technologies, and is personalized, compelling, and memorable.

II.REINVENTED HR FORMS

1. Annual performance reviews evolve into more continuous reviews.

Performance reviews work well when they occur more frequently. 2017 is the year we stop beating around the bush and finally let performance reviews become a regular, not-so-scary part of talent management life. More and more companies are finally starting to adopt the ongoing model of employee management. And that’s a beautiful thing, because it makes for higher successes in your bottom line, and generates better performance, since errors are caught quickly and good work is consistently praised. Also, Millennials love it, which is great news if you’re angling for new talent.

Start with a performance appraisal software Saba Cloud, Once that’s set up, one have a comprehensive, easy way to keep track of your employees and keep up with how they’re doing.

If one is more of a gamification sort of person, check out our list of free gamified performance appraisal tools. Free and gamified because the more good things, the better.

Once one have tracking setup, one can use it to gather enough information for weekly or monthly check-ins. These informal meetings should be painless—see how your employees are doing, make note of trends you’re seeing, and make the small adjustments that prevent bigger issues down the line. It’s easy; you just need to get started.

2. Predictive People Analytics

Start by asking your colleagues questions. A lot of questions. You can accomplish this easily in-house with some simple survey software. You don’t need the fanciest program out there. Just look for a program that has hefty enough reporting that you’ll be able to visualize upcoming trends. Consider graphical reporting features, if you’re a visual thinker.

A few graphical survey softwares include SmartSurvey, which offers robust graphical reporting, the heavily graphic based GetFeedback, and the QuestionPro, which can deliver the reporting in an infographic.

3. Social Media Takes Over Hiring

Start by giving up on complaining how much LinkedIn has become like Facebook. While irritating, accept it as another casualty of social media's ubiquity. Then embrace social media as a platform to use. Learn the best times of day to post, study what kinds of post work best. If you take a basic copy of your job advertisement and change and tweak it for each social media platform, you'll be in better shape than many of your competitors.

4. Continuous Learning Goes All Digital

Look into learning management for software that allows you to fit everything your employees need to learn into easily managed and tracked system, like Moodle or Edmodo, the most popular choices on the market today. You can also check out my other blog if you want more information on how to find a system that works for you. The sooner you have one, the sooner you can jump on this trend.

5. Corporate Perks Become Passe

Companies that focus on developing a strong corporate culture and mission are more likely to retain top performers because the predominant values of the workforce are changing. Employees in their twenties and thirties care less about take-home pay than the ability to work at a place that reflects their core values.

6. Strategic HR Metrics Are Needed for Executive Decision-making

The types of strategic metrics that must be reported to executives are the ones that reveal HR impact on strategic business goals.

The single most important area that HR strategic leaders need to crack covers collecting and reporting the impact of HR actions on corporate revenue. Proving that your actions directly and significantly improve revenue enables HR leaders to continually update a compelling business case for increased HR funding. The remaining critical strategic HR metrics should be:

- Workforce productivity
- Rates of collaboration/innovation
- The improvement in the on-the-job performance of new hire.
- The availability of qualified replacement leaders.

- The quantified strength of the firm external employer brand, which allows a firm to continually attract the very best talent to your firm.

7. Companies focus on improving their candidate and employee experiences.

A recent study found that nearly 60% of job seekers have had a poor candidate experience and 72% of them have shared their experience on an online employer review site such as Glassdoor.com.

. In another study, it was discovered that 83% of HR said that "employee experience" is either important or very important to their organizations success, and in order to enhance the experience, they are investing more in training (56%), improving their work space (51%) and giving more rewards (47%). IBM has used people analytics to predict retention risk for employees in key job roles, and notifies managers so they can prevent them from quitting, which has saved the company over \$130 million dollars.

III.CONCLUSION

Thus it can be concluded that this digital and new approach to HR to be both challenging and extremely exciting at the same time. And the difficulty for HR leaders and professional is to shift away from their long reliance on relationships and intuition.

However once they make the transition to the data-driven model, the result are a much more strategic, more indispensable, more credible, and a higher impact HR.

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