

FUTURISTIC PRACTICES IN HR

Abstract

HR professionals need to ensure they that they are able to utilize all kinds of modern technologies. The new age workplace requires adaptive and authentic leaders for their organization.

Our world is becoming increasingly complex and unpredictable. It's providing us with opportunities to develop the mindset, scales and tools that support outstanding leadership. HRM is recognized as crucial to the survival and success of an organization. Because every organization is made up of people. In the changing world the philosophy and perspective of HRM need to transform and redesign. The aim of this chapter is to identify the future trends in HRM.

Keywords: Artificial Intelligence, Decision making, Experience, Mental health of employee.

Author

Reena Banerjee
Research Scholar
Department of Commerce and
Management
Arka Jain University
Jamshedpur, Jharkhand, India.
leader1.sy@gmail.com

I. INTRODUCTION

- 1. Artificial Intelligence (AI) Integration:** AI is expected to play an increasingly significant role in HR processes. AI-powered tools can streamline recruitment, candidate screening, employee performance evaluation, and even provide personalized learning and development plans for employees.
- 2. Data-Driven Decision-Making:** HR departments will continue to leverage big data and analytics to make informed decisions. Employee data analysis can help in identifying patterns, predicting attrition, optimizing workforce planning, and improving overall organizational performance.
- 3. Employee Experience (EX) Focus:** Organizations will prioritize employee experience to attract and retain top talent. EX encompasses the overall journey of employees within the company, including onboarding, career development, work-life balance, and wellness programs.
- 4. Remote Work and Flexible Work Arrangements:** The COVID-19 pandemic accelerated the adoption of remote work. In the future, HR will focus on creating policies and practices that support a hybrid work environment, offering flexibility to employees while maintaining productivity and collaboration.
- 5. Skills Development and Lifelong Learning:** As technology advances and job roles change rapidly, upskilling and reskilling will become crucial for organizations to stay competitive. HR departments will invest in continuous learning and development programs to ensure their workforce remains adaptable and equipped with relevant skills.
- 6. Diversity, Equity, and Inclusion (DEI):** Building diverse and inclusive workplaces will continue to be a top priority for HR. Companies will invest in DEI training, initiatives, and recruitment practices to foster a more inclusive culture and combat bias in hiring and promotions.
- 7. Augmented and Virtual Reality in Training:** Emerging technologies like augmented reality (AR) and virtual reality (VR) will find their way into HR training programs. These technologies can offer immersive learning experiences, particularly in industries where hands-on training is critical.
- 8. Gig Economy and Freelance Workforce:** The gig economy is expected to grow, and HR departments will need to adapt to managing a more diverse and decentralized workforce. This will involve developing new engagement strategies and understanding the unique needs of freelance workers.
- 9. Employee Well-being and Mental Health Support:** Organizations will continue to focus on employee well-being and mental health support. Employers will offer resources, counselling services, and initiatives that address the mental health challenges faced by their workforce.

10. Blockchain for HR Functions: Blockchain technology may be used for secure employee data management, credential verification, and talent acquisition processes, enabling greater transparency and trust

II. ARTIFICIAL INTELLIGENCE (AI) IN RECRUITMENT

AI and machine learning technologies will likely play a more significant role in the recruitment process. AI can assist in resume screening, candidate matching, and even conducting initial interviews. It can streamline the process, reduce biases, and improve the overall efficiency of hiring.

- 1. Video Interviews and Virtual Assessments:** Video interviews and virtual assessments became more prevalent during the COVID-19 pandemic, and they are likely to remain popular even after the pandemic ends. They save time and resources by allowing remote hiring and help assess candidates' soft skills better.
- 2. Data-Driven Decision Making:** With the rise of big data and advanced analytics, recruiters can make more informed decisions. They can analyze historical hiring data to identify patterns, improve candidate sourcing, and assess the effectiveness of different recruitment strategies.
- 3. Candidate Experience:** Companies are increasingly recognizing the importance of providing a positive candidate experience. This includes transparent communication, feedback, and a smooth application process. Positive experiences can enhance an employer's brand and attract top talent.
- 4. Diversity, Equity, and Inclusion (DEI) in Hiring:** Organizations are putting more emphasis on diversity and inclusivity in their workforce. Recruitment strategies will be tailored to attract a diverse pool of candidates, and tools may be developed to minimize bias during the hiring process.
- 5. Remote and Hybrid Work:** The acceptance of remote work and hybrid work models has widened the talent pool. Companies are likely to continue offering remote work options, and this will influence how they source and assess candidates.
- 6. Skills-Based Hiring:** The focus may shift from traditional qualifications to a more skills-oriented approach. Companies may value candidates who possess specific skills and can adapt quickly to new challenges.
- 7. Employee Referral Programs:** Employee referrals are an effective way to find suitable candidates. Companies might invest more in these programs to incentivize employees to refer potential candidates.
- 8. Personalization and Automation:** Automation can help streamline repetitive tasks in the recruitment process, freeing up recruiters to focus on personalized interactions with candidates.

- 9. Continuous Learning and Upskilling:** Companies may prioritize candidates who show a willingness to learn and grow. Continuous learning and upskilling programs could be a significant part of talent development and recruitment strategies.

Remember that these trends are speculative, and the actual future may hold surprises beyond what's listed here. As time progresses, new technologies and practices will continue to shape the recruitment landscape

- 10. Emotional Intelligence Assessment:** As soft skills become increasingly crucial for a harmonious and productive workforce, recruitment processes might include assessments of candidates' emotional intelligence. AI-driven tools may be employed to analyze facial expressions, tone of voice, and non-verbal cues during video interviews to gauge emotional intelligence.
- 11. Virtual Reality (VR) Assessments:** VR technology could be used to create immersive assessment experiences. Candidates might be placed in simulated work scenarios, allowing recruiters to observe their problem-solving abilities, collaboration skills, and adaptability in a lifelike environment.
- 12. Gamified Assessments:** Gamification elements could be integrated into assessment processes to make them more engaging and interactive. Candidates might participate in games that evaluate specific skills and behaviours while also providing a unique experience.
- 13. Neuroscientific Assessments:** Advancements in neuroscience may lead to the development of neurometric assessments that can measure brain activity and cognitive responses. These assessments could offer deeper insights into a candidate's thought processes and decision-making capabilities.
- 14. Blockchain-Based Credential Verification:** To combat resume fraud and enhance trust in the hiring process, blockchain technology might be utilized for secure verification of candidates' credentials and work histories.
- 15. Algorithmic Auditions:** In creative industries like design and content creation, algorithmic auditions might become common. Candidates may be asked to create content or demonstrate their skills using AI-driven tools to assess their creativity and innovation.
- 16. Predictive Analytics for Succession Planning:** Companies may use predictive analytics to identify potential future leaders within their organization. This data-driven approach can aid in succession planning and talent development.
- 17. Biometric Identification and Authentication:** Biometric technology could be integrated into the application and interview process for identity verification and enhanced security.
- 18. Hiring for Remote Work Skills:** With remote and hybrid work becoming more prevalent, recruitment processes might focus more on evaluating candidates' ability to work effectively in remote settings, including skills like self-discipline, time management, and virtual collaboration.

19. Ethical AI and Bias Mitigation: As AI plays a larger role in recruitment, there will be an increased focus on ensuring that algorithms are unbiased and ethical. Efforts will be made to reduce bias in AI-based decision-making and enhance transparency in how AI selects candidates.

It's important to remember that while these trends offer exciting possibilities, the implementation and adoption of these futuristic practices will depend on factors such as technology advancement, regulatory considerations, and societal acceptance. As we move into the future, the recruitment and selection landscape will continue to evolve, driven by innovations in technology and a deeper understanding of human behaviour and workforce needs.

REFERENCES

- [1] P. Jain , International Journal on Emerging Technologies, 2020, understanding the concept of HR analytics.
- [2] V. Bandari, - Journal of Humanities and Applied Science ..., 2019, exploring the transformational potential of emerging technologies in HR practices.
- [3] S Zeidan, N Itani - ... Journal on Emerging Technologies, 2020, HR analytics and organizational effectiveness.
- [4] B Sivathanu, R Pillai - Human Resource Management International ..., 2018, Smart HR 4.0