

Digital HR & Recruitment

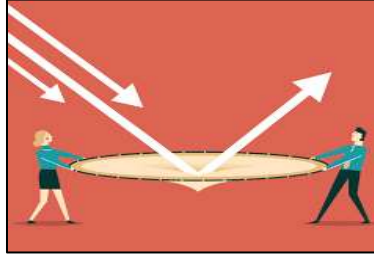
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Future of Work Trends post Covid-19



Increase in remote Working



Expanded employer role as social safety net



Emergence of new top-tier employers



Expanded data Collection



Separation of critical skills and roles



Transition from designing for efficiency to designing for resilience



Contingent worker Expansion



(De-)Humanization of Employees



Increase in organization Complexity

HR Trends 2021 : Future of Human Resource Management



HR Trends 2021

KEY TAKEAWAYS FOR HR PROFESSIONALS



Sources:

Deloitte | KPMG | Gartner
MHA | Qualtrics | David Millner



Shift towards more full-time
remote work post-pandemic



Technology adoption and
deployment prioritized



Employees value feedback
being heard and acted on



Companies invest in and
support mental health



Data is the new currency
and core to HR operations



Business leaders prioritize
skill development

Six trends that shaping the evolution of HR

- Increasing support for HR professionals
- Evolution of HR design
- Talent management in agile organizations
- Reskilling in the age of digital disruption
- **Technology and talent acquisition**
- Moving from diversity to inclusion



Why Digital HR

Shifting from Traditional HR to Digital HR

Traditional HR

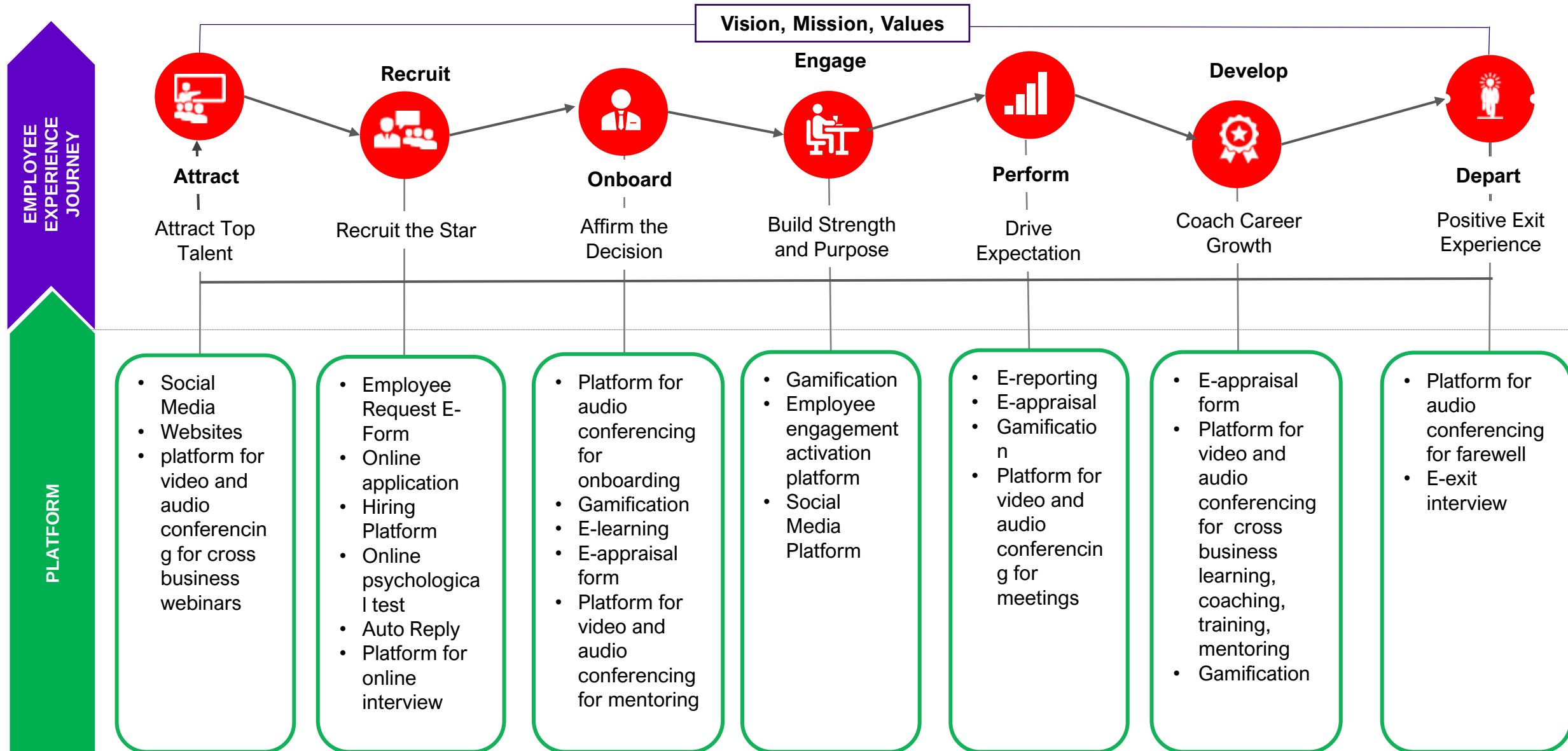
- Costly
- Human Error
- Time Consuming
- Slow process
- More manpower
- Plenty of paperwork



Digital HR

- Cost Saving
- Transparency
- Time Efficient
- Quick process
- Less manpower
- Reduced paperwork

Digital HR Mapping Based on Employee Experience Journey



Digital Recruitment : Definition & Strategies

**DIGI -
RECRUITMENT
4.0**



**SOCIAL
RECRUITMENT**



**ONLINE
RECRUITMENT**

- Personal use of technology as a tool to hire the Best Talent
- No longer Restricted to local newspaper, or bulletin board – to attract the Best Talent
- Popular answers for digital recruitment – Platform/websites : Facebook, Twitter, and LinkedIn
- Employer Branding
- Candidate Experience
- Social Media Recruitment
- HR Technology

How do you Recruit People Digitally



1.Create Mobile Friendly Website & Career Page

2.Go Social

- Attractive
- Accurate
- Creative Description

3.Customize Recruitment

- Strategy that work for you

4.Aim for better candidate experience

- Applicant Tracking system (ATS)

Top 8 Best Practices for Non-Discriminatory Hiring



1. Understand Your Legal Obligations

- The law forbids discrimination in all aspect of employment (include gender, identity, sexual orientation, pregnancy, age, disability)
- Neutral employment policies & practices

2. Create a clear Job Description

- Clear job description will avoid employer soliciting unnecessary and potentially discriminating information from applicants

3. Make sure your Job Posting is not discriminatory

- Job Posting narrowly tailored to Job Description (will not discourage certain proceed classes from applying)
- Avoid unintentional discriminatory statements i.e : “recent college graduates, strong men”

Top 8 Best Practices for Non-Discriminatory Hiring (cont'd)



4. Cast A wide net for advertising purposes

- Ad in only one forum, i.e college campuses opens employer to age discrimination
- Advertising in a wide variety of sources : college campuses, trade magazines, internet job sites, etc.

5. Establish an initial screening purposes

- The use of recruiter or multiple recruiter
- First Step blind CV review
- Initial telephonic interview
- Utilization of scripted and scored questionnaire
- Structured interview, behavioral interview

Top 8 Best Practices for Non-Discriminatory Hiring (cont'd)



6. Spirit of “ The Rooney Rule”

- Consider interviewing at least 3 applicants for every positions (include applicant from minority class)
- If applicants are homogenous, scrutinize language in the Job description and posting

7. Select the best applicant's for the job

- Goes without saying !
- Review score cards from initial screening process & interview process
- Interview notes → objectives

8. Confer with legal counsel

- Important to consult with legal counsel
- Review your step along the way

Thank You
Let's discuss

