3 ways HR can become more digital

Workforce engagement has climbed to the top of the agenda when it comes to improving employee productivity and driving revenue goals. Although employee disconnect is a major factor to low performance, it also impacts your culture, brand, customer satisfaction, profitability, market position, and competitiveness. In fact, 84% of HR leaders plan to rethink their workforce experience to improve productivity, **reports Deloitte**.

Traditional HR practices can make it difficult to retain an agile workforce. While technology is only a piece of the puzzle, it can be a key differentiator to empower the workforce, engage talent (inside and out), and facilitate a productive, innovative, and inclusive work environment. Digital human capital management (HCM) and science-based tools can advance talent acquisition and retention strategies to align people initiatives and deliver on business objectivities.

Here are three ways to better align talent with the right digital tools.

1

Simplify capabilities and personalize experiences

To deploy a systematic and coherent approach to stimulate workplace change and empower teams to produce meaningful work, start by aligning talent strengths, weaknesses, and skill gaps against your business objectives and growth initiatives. By moving your processes to one platform, you can simplify and automate HR processes, while integrating talent capabilities. The average company now has eleven systems of record, with new apps for wellbeing, engagement, feedback, recognition, performance management, learning, and even pay launching every day, **reports Human Resource Executive**. Simultaneously, HR and workforce technologies are merging.

Individualized career development and favorable work experiences are necessary to reshape organizations to encourage creativity, innovation, and versatility. With personalized and role-based talent tools that are delivered in the cloud, you can get employees engaged, inspire learning, and keep them involved.

To be prepared for future business requirements, your high-performing teams and HR departments also need solutions that provide a modern and intuitive user interface to simplify straight-forward HCM processes.

2

Leverage predictive analytics for better decisions

Meeting your leaders' and employees' needs requires transformative tools that utilize analytics, science, and digital technology to make timely decisions. To enable talent decisions that consistently maximize employee strengths in the right moment, your solution must provide automated dashboards and reports that deliver deep insights and problem-solving recommendations.

You can also strengthen your decision-making approach to better align employees by leveraging predictive analytics, artificial intelligence (AI), and machine learning, which provide an automated and precise method to getting the most out of your data. Predictive behavioral talent analytics can be used to identify, hire, develop, and build dynamic teams. By doing so, you can retain employees with the right skills and realize more value from your talent investment.

AI solutions can also be deployed to assist your employees with job-related routine tasks, as well as enhance decision-making and execution. Combine talent workforce analytics with behavior science to structure a business culture that keeps employees informed, motivated, and engaged, which will boost productivity and impact your business.

3

Build a responsive workforce

Today's employees often have the option to work from anywhere, anytime. In the future of work, **as referenced by Deloitte**, this alternative workforce is now mainstream. Accessible and relevant employee-designed connectivity and data-driven tools implemented on an integrated cloud technology platform, can help you stay ahead of rapidly changing business needs. Meanwhile, the digitalization of HR functions (mobile, social, and analytics) can create a natural synergy between productivity and job satisfaction.

By introducing AI into HR practices and processes, you can handle routine tasks such as: requesting time off, payroll queries, learnings, reminders, and notifications. This automation can increase your employees' ability to concentrate on their primary business objectives and goals. AI can also free up you HR teams, so they can focus on hiring and retaining the right talent.

As workplace flexibility becomes more important to meet customer demands, digital HR capabilities can help your workforce to complete their tasks and collaborate beyond traditional boarders. A single, cloud-based HCM solution can accelerate digital strategies at a lower cost, while increasing operational efficiency and improving team effectiveness and productivity, so you can achieve your expected business outcomes.

Become more digital with an integrated HCM cloud-based solution.

Learn more ›