



# 3 Trends That Have Emerged in the HR Transformation

Costi Bifani

## 3 Trends That Have Emerged in the HR Transformation for 2018

The HR department has come a long way during the last couple of years, and this year has been no different. This transformation in the HR department has been hallmarked by a few distinct trends and features.

To understand this HR transformation and to be a part of it, you need to understand the trends that relate to it. These trends we will mention here relate to how perfectly the HR department has embraced the use of technology for record keeping and analysis. We all know how unkempt data previously was within HR, which is why this recent transformation has revolutionized the department and has made HR a more data-oriented field.

**Trends Defining the 2018 HR Transformation** Here we have 3 of the most vital trends that power the HR transformation forward during the year 2018.

These trends are based on the changing forms of technology, because technology has had a big role to play in how work is done within the department off late.

**Technology Will Do What You Tell It to Do** Technology sits at the forefront of the HR transformation and what we know by now is that technology will only do what you tell it to. Your HR profile will only be as good as the system behind it. You can set up your technology and design it according to what you want to achieve, but if you aren't able to do that, then you need to reassess your whole transformation.

It is important for the technology you have to be aligned with the goals of your organization. Only if they're aligned together will you be able to keep track of the progress.

### 3 Trends That Have Emerged in the HR Transformation for 2018

Virtual Agents in HR Virtual agents exist in HR, and they power this transformation forward in 2018. This concept was at an early adoption stage back in 2017, but 2018 has seen a much better push towards achieving it. One of the most prominent examples of a virtual agent is that of Watson. Watson's virtual agent can be used for purposes including communication with customers or to manage employees within a business. This agent can perform clerical, administrative and human resource services almost virtually.

Big Data and AI Big Data and AI have made a strong entry into the HR department. Instead of humans designing career paths, programs and competencies, machines will now effortlessly and effectively measure the metrics of employee success. This method holds a lot of potential in the modern day workforce, where Big Data can team up with Machine Learning to provide data regarding what creates success within an organization.

The data is basically derived through the use of different algorithms measuring performance. This game changer will disrupt organizational development and will create room for better career paths and employee success.

Conclusion As of now, 2018 has proved to be extremely fruitful for the HR revolution. The transformation was at a nascent stage in the previous years, but it is very much in the implementation stage now as we see organizations looking to be part of this bandwagon that leads towards increased efficiency in HR.

**WIN Human Resource Solutions** is specialized in increasing organizational productivity, facilitating change, building leadership skills, hiring selection assessment and harmonize your workforce.

Savings of 29% in staff expenses, 70% decrease in Staff turnover in some cases.

Offices: Cyprus - Lebanon - United Arab Emirates

Covers the EMEA Region [www.winhrsolutions.com](http://www.winhrsolutions.com) ; [support@winhrsolutions.com](mailto:support@winhrsolutions.com)