



# The Latest Tech Trends in HR.



roubler.

The World Wide Web was created by Tim Berners-Lee in 1989, culminating in the first web browser programme in 1990. This was a mere 27 years ago, meaning many children have grown up since then without knowledge of a world without internet. Broadband was invented in the year after the millennium bug – 2000, the iPhone was announced in 2007, less than a decade ago, and if Google were a person, they'd be legally allowed to drink this year, having just turned 18.

The point is, in the space of a generation, technology has leapt forward from basic computing programs, mobiles the size of a brick stored in a car, and dial-up internet, to smartphones, apps, and cloud computing. Deniers who claimed these things wouldn't catch on are now eating their words, and those who jumped on board are now very rich indeed. Technological updates are no longer measured in years – they're measured in months, days, and hours. How many days go by without hearing of a tech story? How many times in a week does your computer or phone update apps and settings? The world of technology is advancing faster now than ever, a rolling stone gathering speed.

People do their banking on their mobiles, emails are sent on the fly, even applying for a job, or going for an interview, can be an entirely automated, online process. It's important to stay ahead of the game, embracing new technologies as they emerge, especially in a business setting, where technology choices can stand to help you make, or lose, a lot of money.

Take a look at the latest tech trends in HR, which could help revolutionise your business, making it faster, more productive, and smarter.

## Social Media

Every business in these days of modern technology should have an active and up-to-date social media profile. 15 million people in Australia have Facebook, which is over 60% of the population. Instagram boasts 5 million Australian users, while Snapchat has 2 million. If you're not utilising this incredibly accessibly and readily used marketing medium, you're missing a massive opportunity. Every major brand has their own Facebook page, which is a valuable asset for feedback and interacting with customers. Even if you are given bad reviews, responding well through social media can look favourable to your business. Having an active profile can also help you in finding and hiring new talent, as those interested in what you're doing can follow

your progress, and when the time comes, you can put out hiring information on various media. This cuts down significantly on marketing and advertising costs, and ensures you hire the right person for the job. Social media contributes to an openness of corporate culture, and being a part of that can help HR departments influence conversation in the desired direction.

## BYOD Trends

BYOD, an acronym for Bring Your Own Device, allows employees to use their own devices, such as smartphones, laptops, tablets, hard drives etc. for work purposes. A survey by Deloitte found that 80% of Australians surveyed own a smartphone. One of the advantages of this workplace idea is it allows employees to use a device they're familiar with, keeping them happier, and taking up less of IT departments' time troubleshooting a device employees don't understand. Beyond this, it's a good way of saving money, as you don't have to pay for devices or upkeep – this falls on the employee whose device it is. What's more, most IT departments can't afford top-of-the-range devices for every employee, however employees are likely to buy them for themselves. This way, the employee can have access to all the latest smartphone features that can be useful for the business without the business needing to buy expensive new phones every time technology expands.

Employees are not only happier, but they can work longer and harder, being able to take their device home with them, making for a more productive and engaged workplace, filled with employees who truly want to be there.

## Mobile Phone Apps

A tech trend that merges nicely with BYOD policies is portable apps on smartphones, which connect directly to the main software. This allows employees to take their work home with them, actively engaging beyond the bounds of the workday. Employees can have instant access to updates, training, instant messaging and more as soon as it's available. Yes, they may also have instant access to Angry Birds, but if you look at it right it's basically teaching them dexterity and planning. And because the phones connected to the main system, all updates they make to their personal profile can be automatically updated everywhere it exists, meaning less filing or paper errors.



## Paper Free HR

This may seem like the least technologically advanced trend on the list, but paper has become so entrenched as a way of documenting in workforces, and so companies are only begrudgingly making the switch. However, there are so many benefits to this form of HR. Firstly, if your business is looking to become a greener option, going paper free can not only be better for the environment, but can serve as a major draw card for new talent. Marketing your brand on social media can help endear you to indecisive job seekers, or those especially environmentally orientated. Secondly, going green can save money. Reams of paper may seem an inexpensive part of workplace life, but over time, it adds up, and if you add more sustainable practices, little by little you'll be saving money and the planet. If every office worker in the UK used one less staple every day, the country would save 120 tonnes of steel. Small things make big differences: also a good reason for not eating that second cheeseburger. Finally, the average executive of a company spends about 150 hours every year searching for missing information. If on a \$50,000 salary, this adds up to over \$3,800 of lost productivity for the company. While filing and finding information takes up at least two hours of the average US employee's work week, 80% of files are never referred to again. The statistics go on: even though 80% of files aren't ever looked at again, it costs around \$20 in employee work to file them, and \$120 to find a misfiled document. Filing is time, money, and productivity. Consolidating files in one easy to search online HR database could improve productivity immensely, while looking good for your business.

## SaaS – Software as a Service

Software as a Service, or SaaS is an increasingly common way of saving money while still having access to expensive software. The SaaS market is considered to be worth about 92 billion US dollars as of 2016, and it's still expanding. Businesses can subscribe to a software they need on a monthly basis, and access it online via the website. It removes the need to download or maintain software, and avoids paying out a bulk sum up front with the risk that the software may not be right for your business. These services, increasingly being built for the cloud, are user friendly, consolidated, and efficient. Larger vendors in HR SaaS tend to take care of aspects of employee management, however they generally work around already in-place HR tools, which could be time consuming, costly, or in need of persistent updates.

# Online Job Applications

With so many things being done online nowadays, it's not surprising that even job interviews are making the transfer. Video job interviews provide massive benefits to HR workers and recruiters. With one email or invite, employers can send a link to potential applicants, asking them to record a video interview with responses to predetermined questions. This removes the need for an interviewer to be present, or for the applicant to even be in the same country, allowing for a broader search for the perfect candidate. This invite can be sent out to as many people as needed, and the videos can be stored to watch later, aiding in comparison between worthy candidates.

Video interviews can also help cut down on employee attrition, as being able to interview so many candidates gives a wider selection, ensuring you find the exact right person for the job.

# Workforce Management Services

Workforce management services or automated HR like Roubler use SaaS to incorporate every aspect of employee organisation, from inception and hiring right the way through to training and payroll. Increasingly, businesses are turning to these options to save time and productivity without having to work around old or out-dated systems. By having a single consolidated platform, errors in payroll are easily rectified, and you are able to keep track of employee progress and training at all times. Happier employees are 12% more productive, and so by streamlining a normally complicated process, you can increase employee satisfaction, leading to a happier workplace that stays longer and works harder.

Technology in the workforce is rapidly improving and evolving, and with such time poor and impatient consumers, it's more important than ever to stay ahead of the game. New technology keeps employees engaged, and when US businesses \$500 billion US every year to lost productivity from disengaged employees, it's obviously worth your time and money to keep them interested. Even now, new technologies are being developed to make your business run faster, make more money, and even help you work from wherever in the world you might be. It's time to take that step forward.

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