

Raise your hand if your LinkedIn feed is not filled with titles like “how virtual reality will revolutionize HR.” We have all read those articles in frustration as we scroll to the bottom and not one sentence provides the answer. Even as various companies have begun implementing these new age technologies, the question remains: what is the actual, real life impact of new technology for you as a human resource professional?

Find Talent More Effectively

Early on, a lot of AI was built around resume sorting. And it is still known today for resume sorting, because it can be frustrating to spend days going through a stack of resumes to come out the other end with no candidates or ones that are no longer available. AI can enable you to take immediate action, so you don't lose out on the best candidates.

But as companies are realizing, there is more to AI than meets the eye. With real time feedback, you can play with a job description or advertisement to adjust the size and features of a talent pool. In times of low unemployment rates, you can more effectively recruit passive talent using this real time feedback. AI tools can source profiles, companies that may have layoffs or low earning reports, and the length of time a candidate has been in their job, providing a shortlist of potentially receptive candidates.

Spice Things Up for Improved Engagement

From educating new hires on company procedures to improving current employees' skills, training is a critical aspect of any business strategy. But the typical training session angles toward an inefficient use of time for employees without significantly improving skills. The answer to boosting retention rates could be virtual reality (VR).

VR immerses employees in a first-person view without the expensive training centers or time commitment from senior management; though the hardware and setup costs can be insignificant compared to traditional methods. However, VR provides flexibility for employees to learn at different paces as well as customization for those generations more, or less comfortable with technology.

And for those of you with a remote or



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A New Technological World: The Impact on Your Day to Day HR Functions

By **Ragu Bhargava**, Co-Founder and CEO, Global Upside Corporation

international employee(s), you can even eliminate costly travel expenses. VR simulations allow your employees to realistically fine tune their skills; engage in smarter, more targeted training; and enable employee growth.

Make Tedious Tasks Fun

Good employee relations are dependent on effective, two-way communication. It can be difficult to squeeze out much needed information from employees when they don't have consistent methods to provide feedback, are unsure where to find important policies, or must fill out yet another boring questionnaire. We've all been there.

Integrating an online portal into your company's life is one of the easiest methods in creating a resource library for employees to see their benefits, company policies, and more. These online portals are a great way to distribute important questionnaires that can be “gamified” to enhance response rates. This means making the forms and questionnaires interactive and fun, or even a game amongst colleagues, can make it easier to get that much needed information.

Don't Get Bugged Down by the Details

HR is a highly sensitive field and even minor misstep by an HR professional can spiral into legal issues or serious financial loss. This complexity can easily amplify if you have employees in more than one country. Let an HRIS technology ensure compliance with local, regional and national labor laws around the world.

A well-designed system can monitor laws and regulations to proactively flag concerns. This allows senior management to reduce their involvement while ensuring company policies are followed accurately. To top it off, reports on overall compliance can be delivered at regular intervals, marking any anomalies to be dealt with in an efficient way.

From AI and VR to the internet and new software, we are living in a new technological world. Some of us are here and thriving already. But many of us are only now receiving the map to navigate this minefield. How you utilize and leverage not only the newest technologies, but also slightly older ones, will determine your fate in our technology-based lives. **HR**