Future of HR: Survival of the Fittest

Andrey Kulikov, SAP
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Image Source: ROGER HARRIS/SCIENCE PHOTO LIBRARY / Getty Images

"We'll have automated stores, automated restaurants, and all together in 15 years, that's going to displace about 40 percent of the jobs in the world"

Kai-Fu Lee, Venture Capitalist

Childs Play, Inc. Personnel List

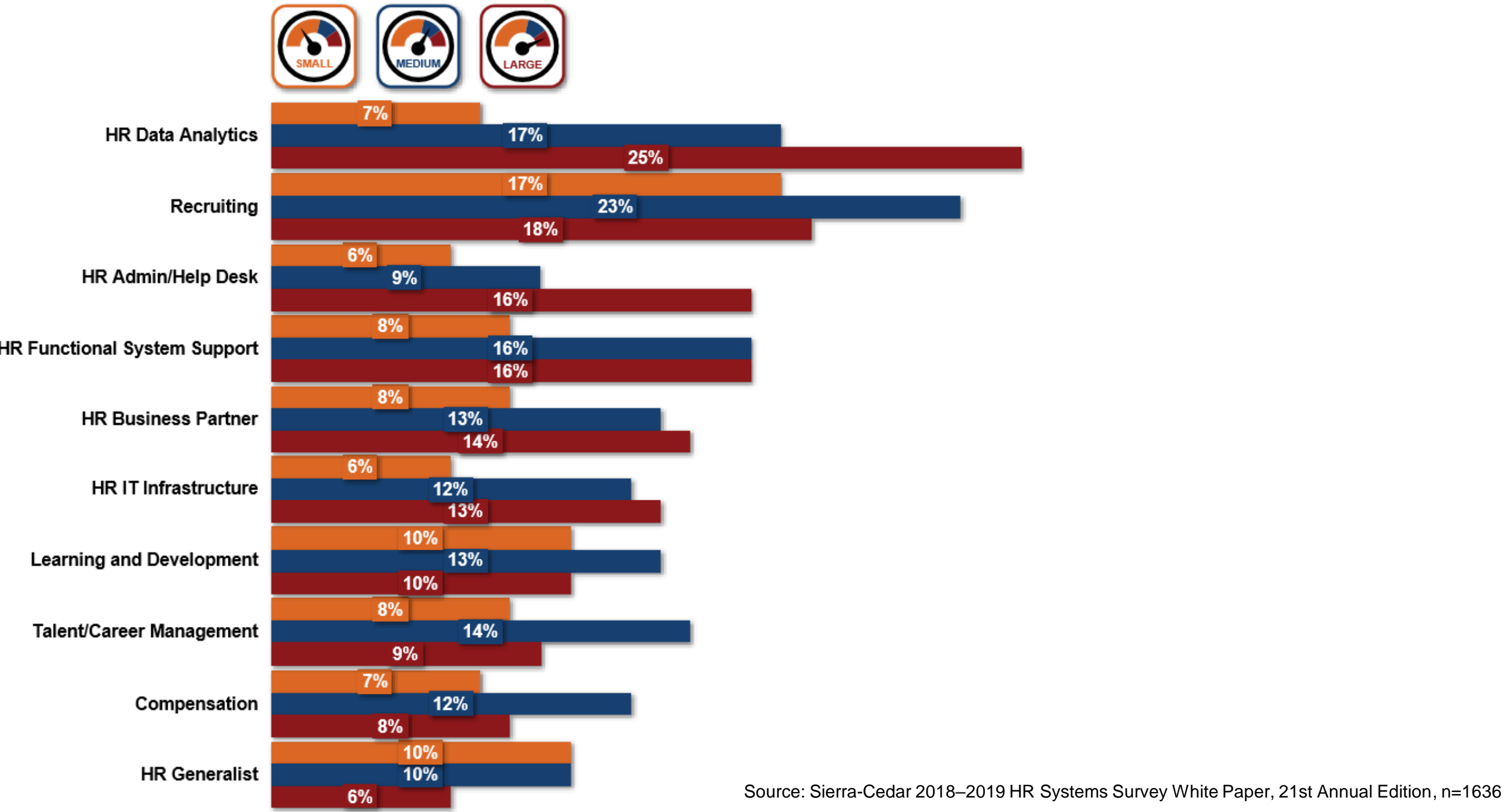| Emp ID	Last Name	First Name	Position	Department	Division	Salary	Start Date	Birth Date
1011	Gorton	Hazel	Accounting Assist.	Accounting	Toys	$29,565	2/3/1986	11/21/1964
1012	Preston	Liza	Mechanical Engineer	Engineering	Games	$43,394	1/26/1986	12/2/1964
1041	Tercan	Robert	Group Admin. Assist.	R and D	Games	$28,044	4/16/1992	1/25/1965
1054	Smith	Howard	Design Assist.	Art	Toys	$25,176	4/16/1991	8/9/1967
1055	Albert	Maxine	Group Admin. Assist.	Marketing	Toys	$31,678	4/8/1991	8/20/1967
1056	Gonzales	Joe	Unit Mgr.	Admin.	Toys	$116,511	10/25/1979	8/24/1937
1067	Scote	Gail	Design Specialist	Art	Teaching Aids	$36,940	9/20/1987	9/30/1961
1068	Mann	Alyssa	Mechanical Engineer	Engineering	Games	$47,883	9/12/1987	10/11/1961
1075	Kane	Sheryl	Design Assist.	Art	Games	$23,239	8/7/1992	8/28/1969
1076	McKormick	Molly	Lead Engineer	Engineering	Toys	$105,753	7/30/1979	9/8/1940
1078	Hapsbuch	Kendrick	Admin. Assist.	Marketing	Games	$29,983	4/1/1986	11/21/1962
1079	Price	Ellen	Admin. Assist.	Admin.	Games	$29,983	3/24/1986	12/2/1962
1080	Foss	Felix	Research Scientist	R and D	Games	$64,738	10/29/1988	12/6/1952
1152	Henders	Mark	Accounting Assist.	Accounting	Games	$26,646	1/21/1990	10/23/1965

Since IBM implemented technology more widely including cloud services and other modernization, the tech giant has reduced the size of its global human resources department by 30%. But she added that the remaining positions are higher pay and able to perform higher-value work
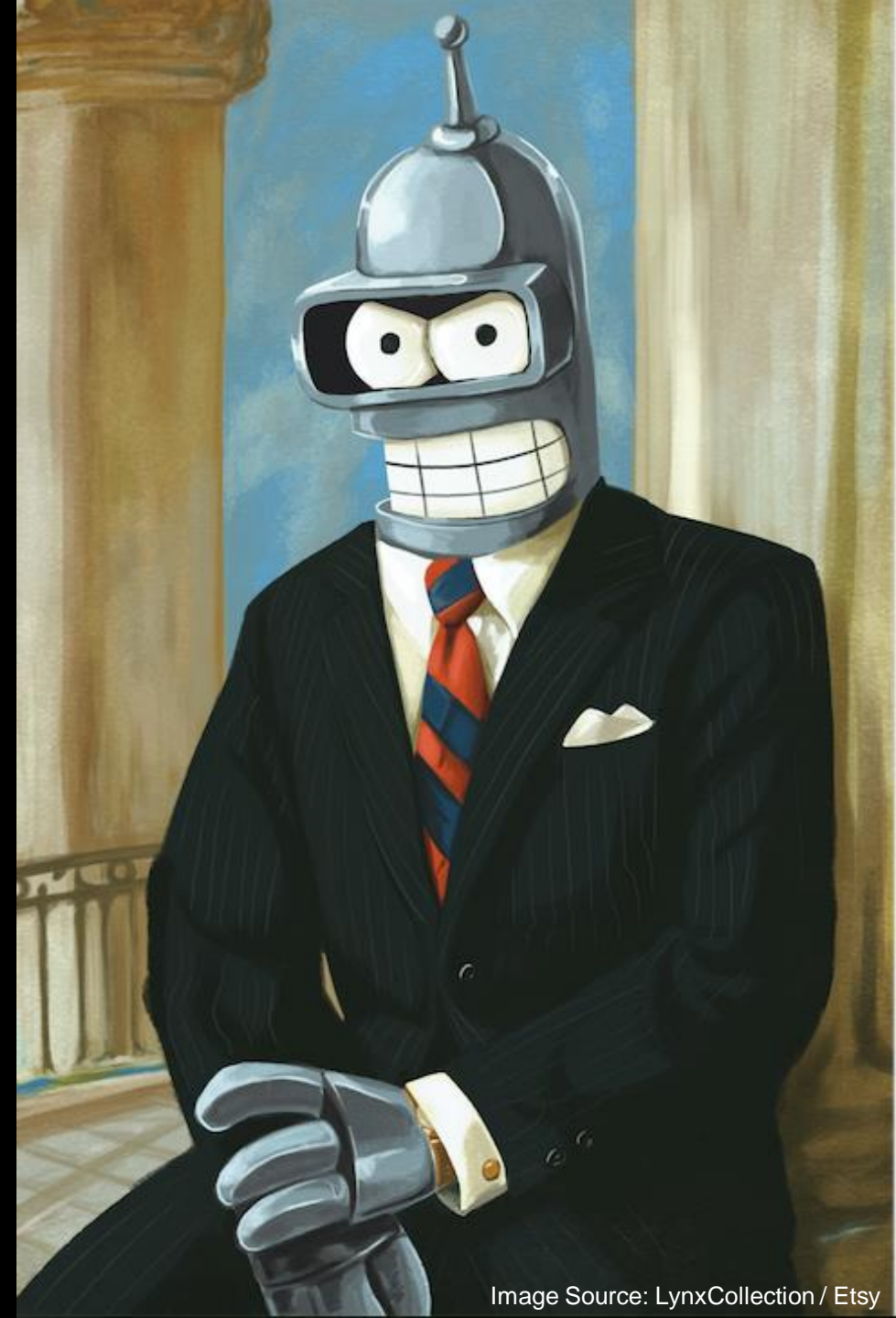
Ginni Rometty, IBM CEO

https://www.cnbc.com/2019/04/03/ibm-ai-can-predict-with-95-percent-accuracy-which-employees-will-quit.html

Figure 18: Plans to Increase HR Roles by Size

Role	SMALL	MEDIUM	LARGE
HR Data Analytics	7%	17%	25%
Recruiting	17%	23%	18%
HR Admin/Help Desk	6%	9%	16%
HR Functional System Support	8%	16%	16%
HR Business Partner	8%	13%	14%
HR IT Infrastructure	6%	12%	13%
Learning and Development	10%	13%	10%
Talent/Career Management	8%	14%	9%
Compensation	7%	12%	8%
HR Generalist	10%	10%	6%

Source: Sierra-Cedar 2018–2019 HR Systems Survey White Paper, 21st Annual Edition, n=1636

- Repetitive tasks are fully automated

- Human HRs are needed for fewer interactions

- Human HRs need to reskill or their jobs will vanish

Image Source: LynxCollection / Etsy

What Should We Do?

Top 3 Initiaves for HR Leaders in 2019

66%

Building critical skills and competencies for the organization

60%
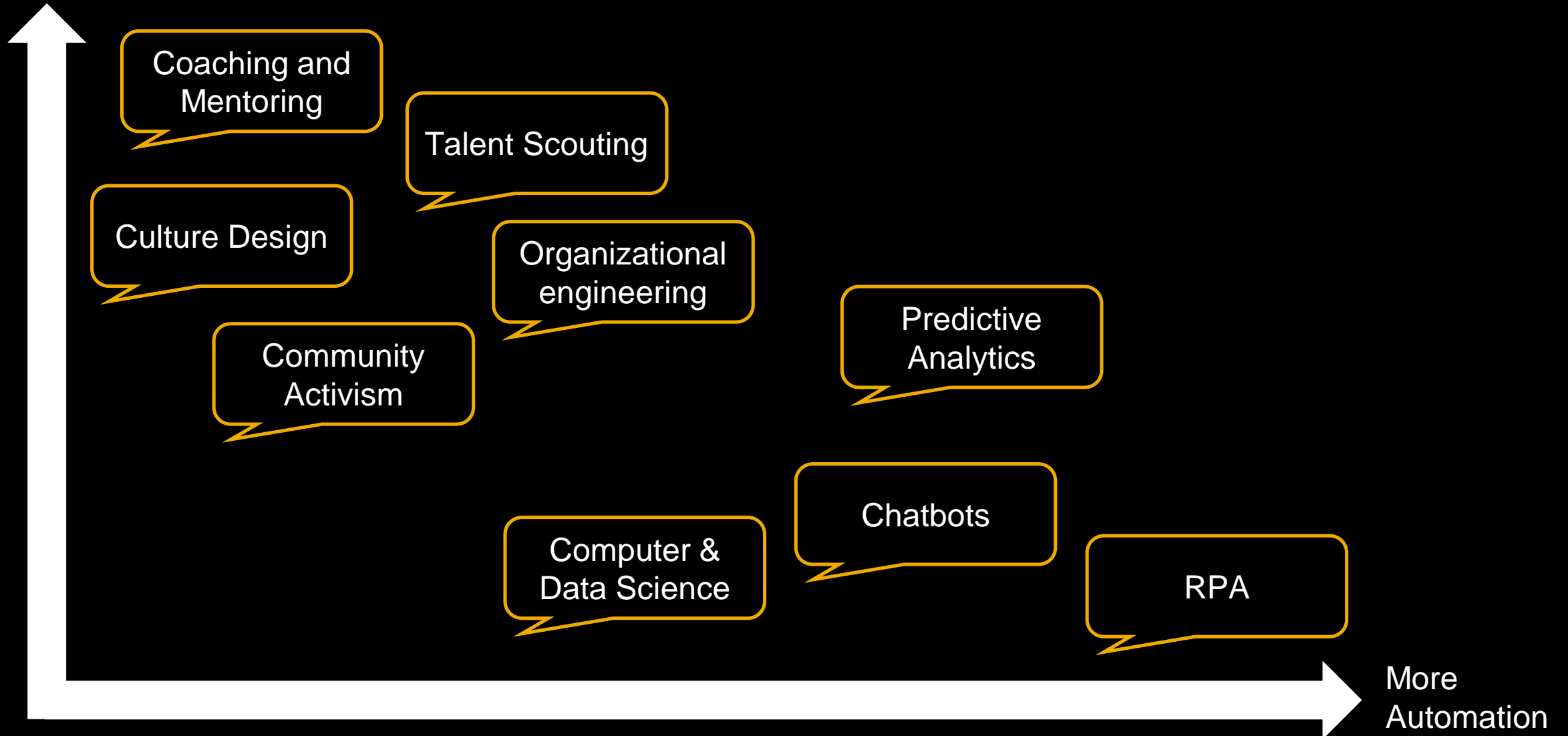
Current and future leadership bench

51%

Employee experience

Source: Gartner 2019 Future of HR Study, n=843

SAP SuccessFactors ♡

Thank you.

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