

# Future of HR:

Human Resources OR Heartless Robot?

.....



tts  
knowledge  
matters.

Iulia Guriuc & Uwe Simon  
Bucuresti, 18 aprilie 2019

# Future of HR?



Human Resources

.....

tts  
knowledge  
matters.



Heartless Robot

Iulia Guriuc & Uwe Simon

18.04.2019

tts

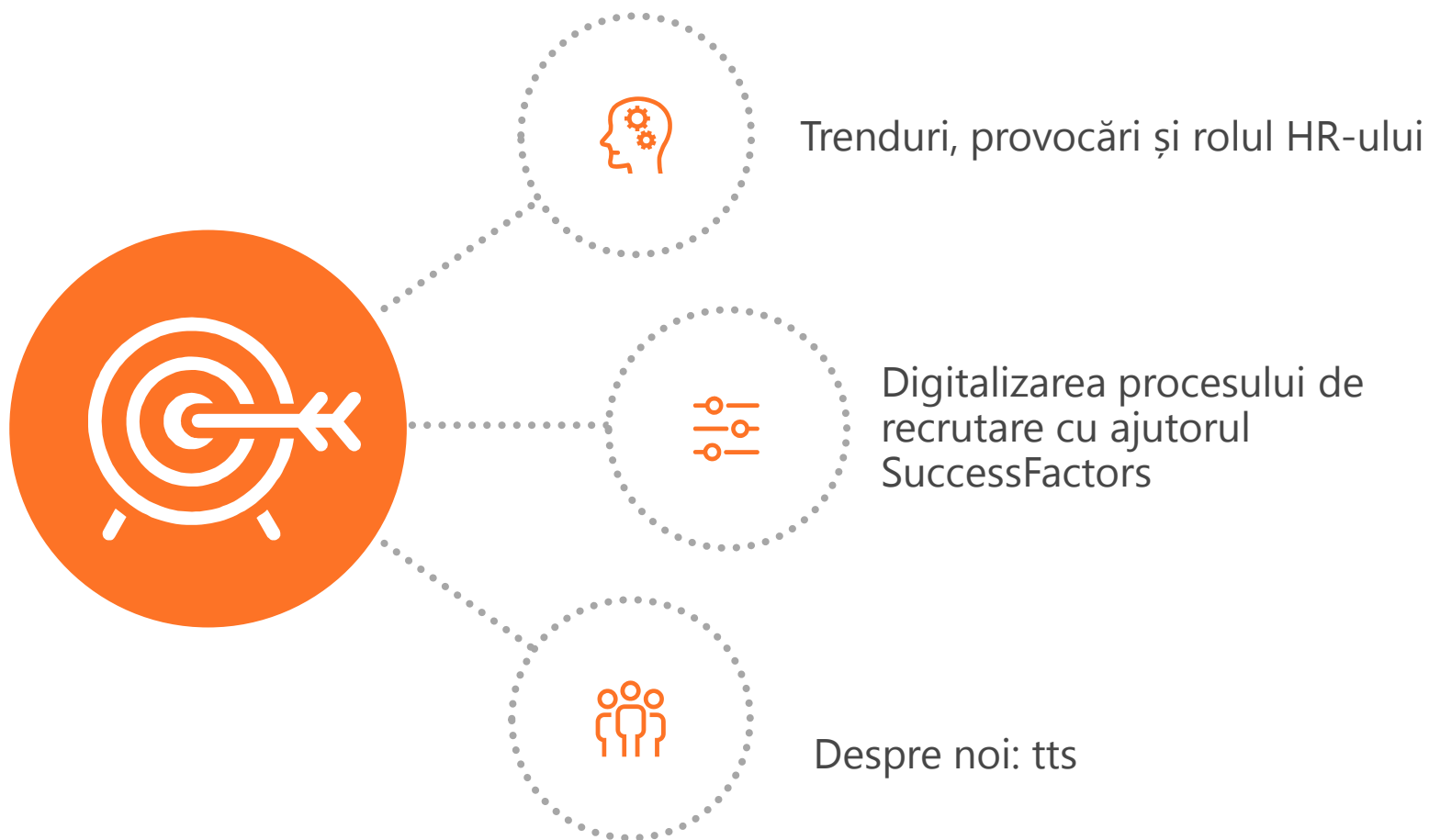


Iulia Guriuc  
Senior Consultant  
Managing Director tts România



Uwe Simon  
Senior Consultant

# Următoarele 30 min...



# Quiz 😊

.....

# Sunteți gata?

.....

Memory 1:

6

5

1

Memory 2:

327

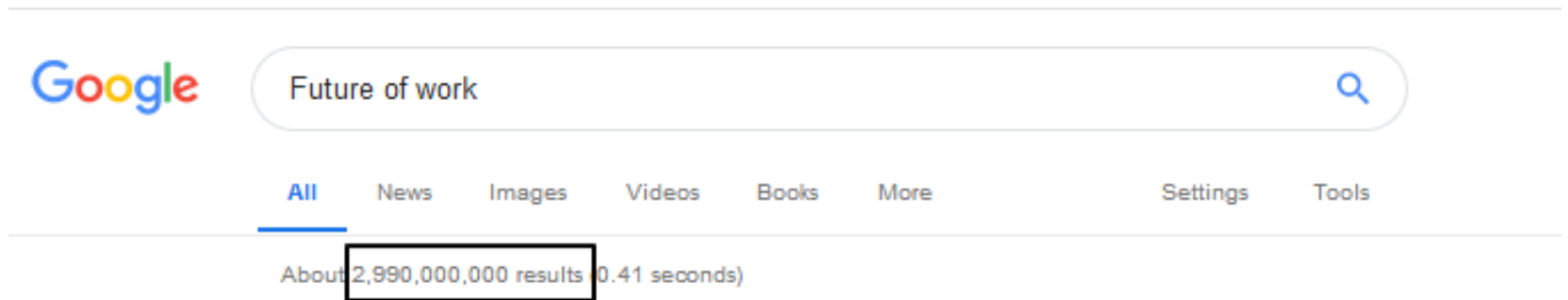


Future of **HR**: Human Resources or Heartless Robot?

# Trends

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# Buzz word?



On the safe side



**Your Next Colleague?**  
How artificial intelligence is changing the world of work



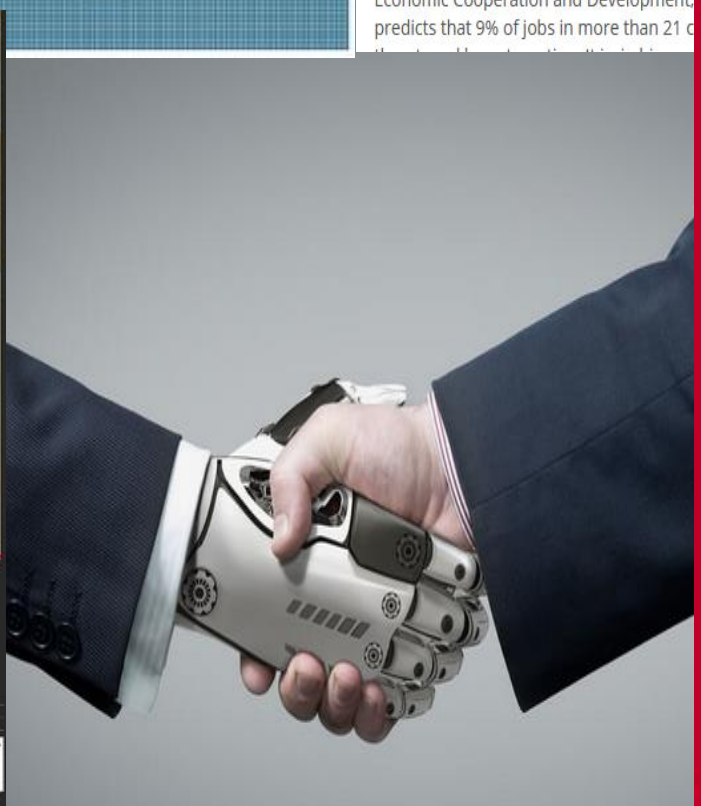
**Could Robots Replace HR?**

By Chris Lennon, VP of Product Management, BirdDogHR | Oct 5, 2017 | HR Management, Strategic HR

Automation and artificial intelligence (AI) are rapidly changing the world we live in, and many are concerned the robots are coming for our jobs. For instance, a 2013 study by researchers at the University of Oxford estimated that almost half of all jobs in the US were at risk of being fully automated in the next 20 years.

Evidence of robots' ascendance is all around us. AI is doing legal work. Mark Zuckerberg built an AI system that runs his home. And there are bots working in HR departments.

Despite this, some believe the concerns about automation are overblown. In *WIRED*, James Surowiecki points out that many employers are seeing skills gaps and labor shortages rather than labor surpluses, as would be expected if robots were truly taking jobs. He also cites a recent study by the Organisation for Economic Cooperation and Development, which predicts that 9% of jobs in more than 21 countries will be lost to automation by 2030.



# Future of work?

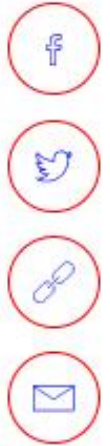
## Markets

# JPMorgan Software Does in Seconds What Took Lawyers 360,000 Hours

By [Hugh Son](#)

28. Februar 2017, 00:31 GMT *Updated on 28. Februar 2017, 12:24 GMT*

- 
- ▶ New software does in seconds what took staff 360,000 hours
  - ▶ Bank seeking to streamline systems, avoid redundancies
-



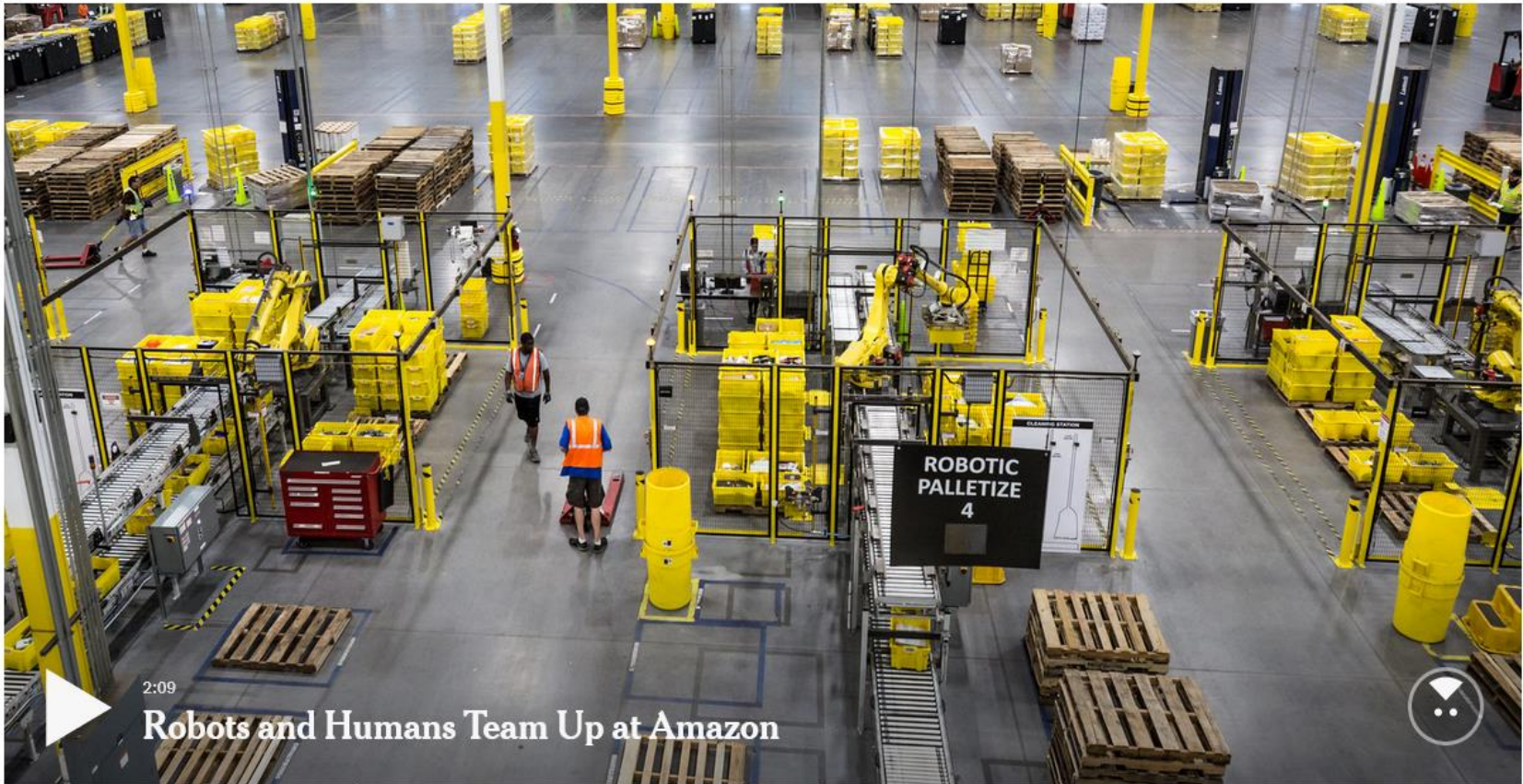
ARTIFICIAL INTELLIGENCE

## AI Can Identify Skin Cancer As Well As Doctors

An artificial intelligence may be replacing your dermatologist.

June Javelosa | January 27th 2017

# As Amazon Pushes Forward With Robots, Workers Find New Roles



2:09

## Robots and Humans Team Up at Amazon

Amazon's warehouses, which now employ more than 125,000 people across the United States, are being outfitted with the latest in robots and tech, but not at the expense of human jobs. Jean Yves Chainon / The New York Times. Technology by Samsung.

# Beings



Last updated on November 29, 2018, published by Dyllan Furness

Dyllan explores technology and the human condition for Tech Emergence. His interests include but are not limited to whiskey, kimchi, and Catahoulas.

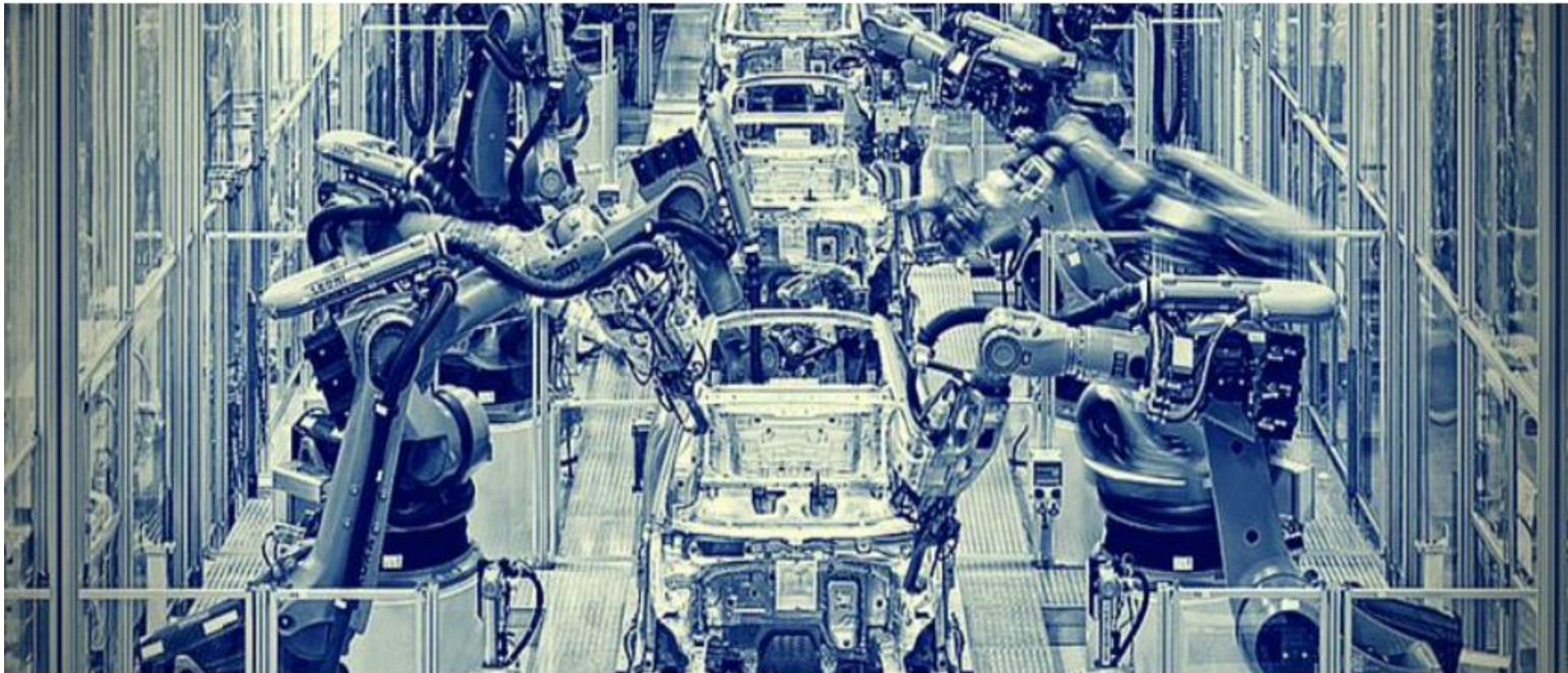
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# 3 competențe/abilități esențiale:

Rank 2015	Rank 2001	Talent
1	2	▲  <b>Oral comprehension</b>
2	1	▼  <b>Problem sensitivity</b>
3	3	-  <b>Oral expression</b>

Category	Description
Cognitive	The ability to listen to and understand information and ideas presented through spoken words and sentences
Cognitive	The ability to tell when something is wrong or is likely to go wrong
Cognitive	The ability to communicate information and ideas by speaking so others will understand

Future of **HR**: Human Resources or Heartless Robot?

Provocări  
pentru  
HR

.....

# Provocarea 1: Digital disruption

- Tehnologia mobilă a modelat modul în care accesăm și consumăm informații
- Nevoile angajaților, preferințele și opțiunile sunt toate în schimbare... rapidă

60%

din L&D, spun ca nu reușesc sa capteze interesul angajaților prin programe de corporate learning

2.2  
miliarde  
iPhone  
(noiembrie  
2018)

# Provocarea 2: Rolul funcției HR

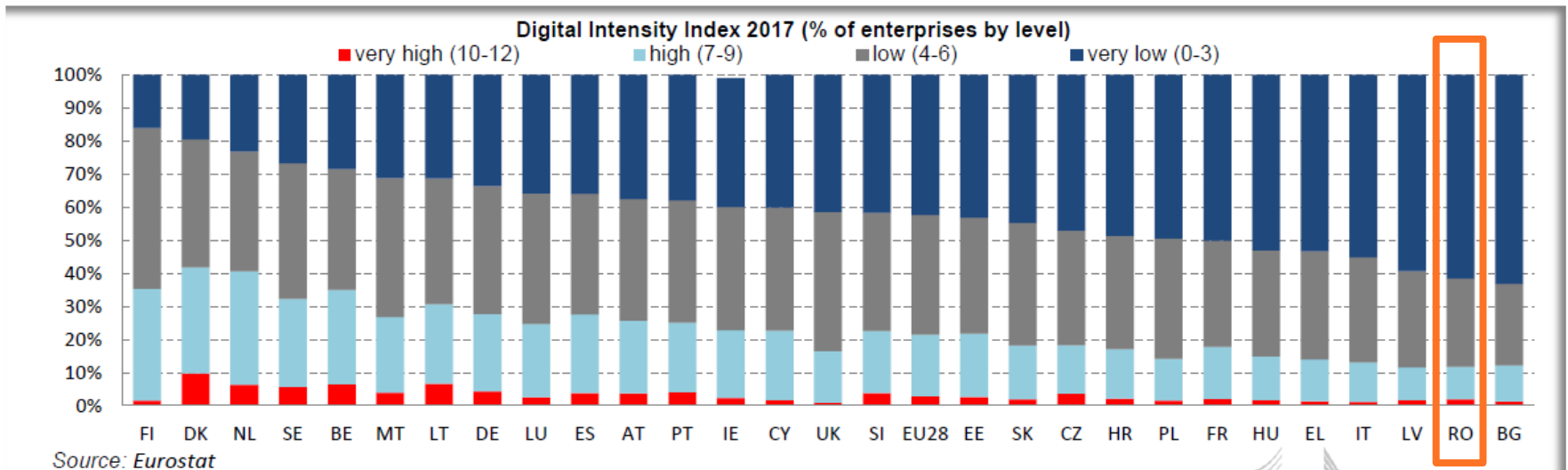
- Sprijină managementul în crearea și gestionarea capitalului uman
- 2 scenarii:
  - A) Companiile cu o funcție de HR avansată: HR Transformation!
    - companii mari
    - capitalul uman = punct strategic pentru organizație
    - ...în curs de digitalizare a funcției de HR...
    - HR-ul ca și partener strategic + consultant intern → livrează valoare adăugată pentru management
  - B) "Restul":
    - HR = divizie administrativă, care se ocupă de hârtii, procese și aspecte legale
    - Rolul HR: rol pasiv, "non-revenue"

# Provocărea 3: Indexul Digital Intensity (DII)

The Digital Intensity Index (DII) measures the availability at firm level of 12 different digital technologies: internet for at least 50 % of persons employed, recourse to ICT specialists; fast broadband (30 Mbps or above); mobile internet devices for at least 20 % of persons employed; a website or homepage; a website with sophisticated functions; social media, sharing supply chain management data electronically; the use of Enterprise Resource Planning (ERP) software packages; the use of Customer Relationship Management (CRM); e-commerce web sales accounting for over 1 % of total turnover and business-to-consumer (B2C) web sales of over 10 % of total web sales. The value for the index therefore ranges from 0 to 12.

Denmark is the only country in the EU where the percentage of firms with a very high DII (i.e. possessing at least 10 out of the 12 monitored digital technologies) is close to 10% .

By contrast, in some countries such as Bulgaria, Romania, Latvia, Italy, Greece, Hungary and France, the majority of businesses (more than 50%) have not yet invested heavily in digital technologies (i.e. have a very low DII), often having just a simple website and a few computers.



DESI Report 2018 – Integration of Digital Technology

4



European Commission

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#humanrevolution:



#HR(r)evolution: Şansa HR-ului de a se redefini!

## Take-away:

- Tehnologia nu o să înlocuiască departamentul HR
- Sistemele IT ajută la creșterea eficienței funcției HR prin reducerea eforturilor manuale și administrative
- Schimbare de focus pentru HR: probleme strategice
- Evoluția HR: de la un rol tranzacțional, la unul transformațional, imposibil fără aportul tehnicii
- Accesul HR la date: o "mină de aur" – neexploatarea – susține managementul în procesul decizional → consultant



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# SuccessFactors

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**Cereri de recrutare** [Preferințe](#) [Candidați](#) [Centralizare interviuri](#) [Urmărire surse](#) [Analitică avansată](#) [Ajutor & Tutoriale](#)

test 1001 (145)

DETALII CERERE DE RECRUTARE **CANDIDAȚI** PUBLICĂRI POST (2) CĂUTARE CANDIDAȚI PUBLICARE POST PE PIAȚĂ

Stadiu - Selectare -

 Manager angajări : Uwe Simon  
 Durată: 56z

Șir de angajați talentați [Vizualizare candidați activi \(3\)](#) [Vizualizarea tuturor candidaților \(3\)](#)

1 Redirecționat	0 Invitat să aplice	1 Aplicat	0 Selectie	0 AC	0 1 interviu	1 2 interviu	0 Oferta	0 Angajat	0 Aplicatie retrasa de candidat	0 Rejected	0 Inchis automat	0 Cerere inchisa	0 Angajat pe alta cerere de aplicatie
--------------------	------------------------	--------------	---------------	---------	-----------------	-----------------	-------------	--------------	------------------------------------	---------------	---------------------	---------------------	--

Candidați: Vizualizare Aplicat (1)

0 selectat(e)

Acțiune

Opțiuni filtru

Introduceți numele candidatului

Nume

Uwe Simon

Uwe Simon (Candidat extern)

 0123456789 [uwe.simon@tt-s.com](mailto:uwe.simon@tt-s.com) [Scrisoare de intenție](#) [CV](#) [Vizualizare profil](#)

Aplicație CV

[Salvare](#) [Anulare](#) [E-mail](#) [Acțiuneaz](#)

## Aplicație

\* Candidate Status \* Country 

Current/Former Employer

Salary expectation 100,00

Currency EUR

How did you hear about this position? TTS Homepage

Please provide further information (e.g. name of publication or job board)

Certificates, Diplomas and other documents [Atașare un document](#)Additional documents [Atașare un document](#)printservices [printservices](#)

## Comentarii

Nu există articole în această secțiune.

## Posturi la care ați candidat

Denumire post: test 1001 (145)

Data: 01.03.2019

Responsabil recrutare: Uwe Simon

Situție: Aplicat

## Correspondență

[Trimitere e-mail](#)

Nu există articole în această secțiune.

## Scrisoare ofertă

Nu există articole în această secțiune.

## Traseu audit stadiu candidatură

Data: 01.03.2019

Utilizator: System System

Stadiu: Aplicat

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tts

.....

# tts



13

LOCAȚII



20

ANI  
EXPERIENȚA



500

CLIEȚI



> 5 mil.

UTILIZATORI de SOFT  
PROPRIETAR TTS



> 320

ANGAJAȚI



21

NAȚIONALITĂȚI



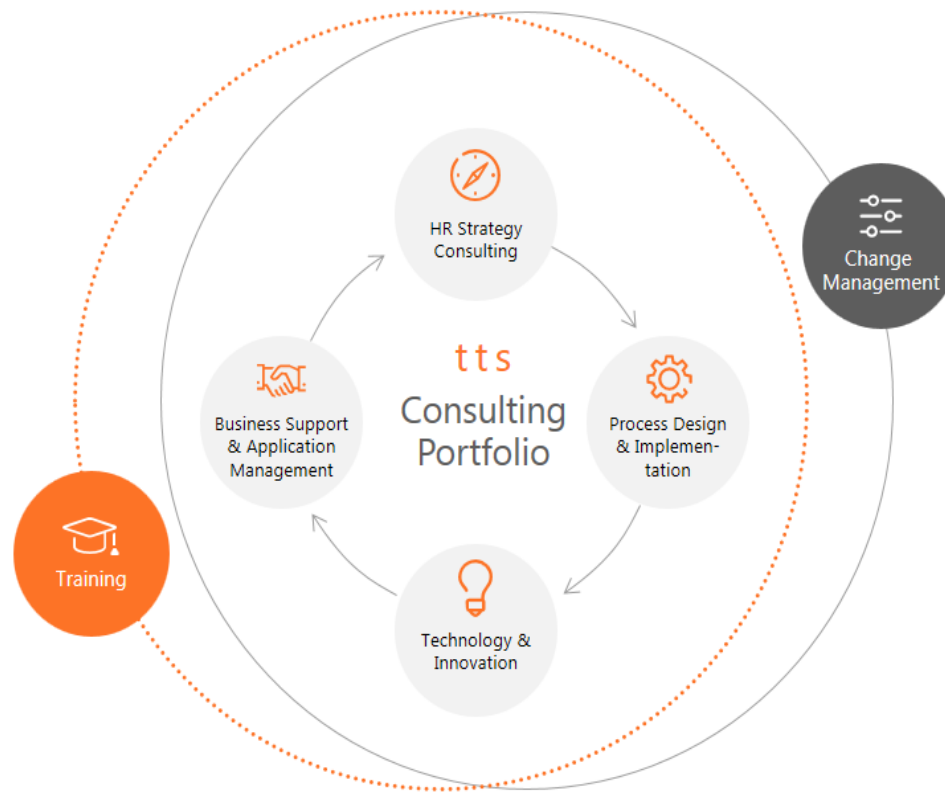
Ø5

ANI  
ÎN FIRMĂ

tts



SAP SuccessFactors 





**QuickStart - Implementarea rapida** a sistemului SAP  
SuccessFactors\*

6

**SĂPTAMÂNI**

5

**MODULE**

1

**PREȚ FIX**

*\*prima firma din RO cu  
experiență +3 ani în implementare rapidă SuccessFactors*

# tts

**Numar** proiecte/implementari **SuccessFactors** în **2018**

# 327

**tts**

Susținem departamentul HR în procesul digitalizării!

Vă mulțumim pentru atenție!

Iulia Guriuc

Uwe Simon

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[uwe.simon@tt-s.com](mailto:uwe.simon@tt-s.com)

tts knowledge matters.

Austria | France | Germany | Netherlands | Spain | Switzerland | Romania | United States | United Kingdom