

# The Future of Recruitment

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**HR** TECH PARTNERSHIP  
*Investing in people innovation*

## Investment & Innovation specialists in the 'People Tech Start-up' area



**Angel Investment Fund  
with Corporate/HR  
directors as investors**



**Human Capital Digital  
Innovation Hub**

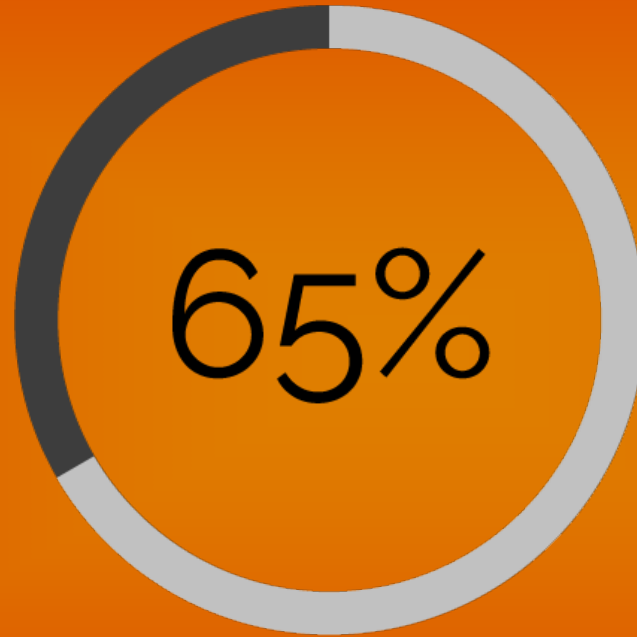


- **Ex CHRO in large organizations –**  
Citibank, AT&T, Rolls Royce etc
  - **International**  
Global roles, lived in China, Europe,  
Singapore, India , US
  - **Managing Partner**

- **Why is the Future of Work getting important ?**
- **How is digital impacting Talent Acquisition?**
- **How can you get familiar with workplace digital innovation?**

**We are**  
entering an **age of fluidity**, and it has  
**implications**

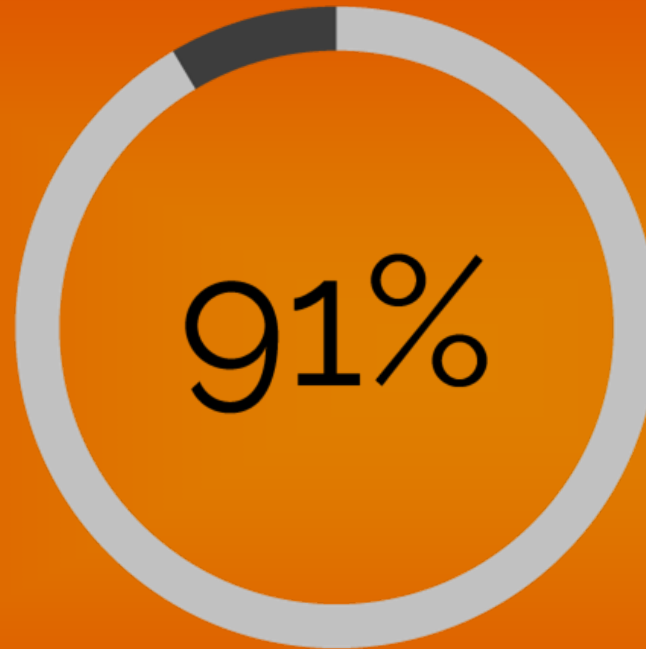
**What is the % of jobs that people will be doing in ten years that have not even been thought of yet?**



**of the jobs that people will be doing in  
ten years, have not even been thought  
of yet.**

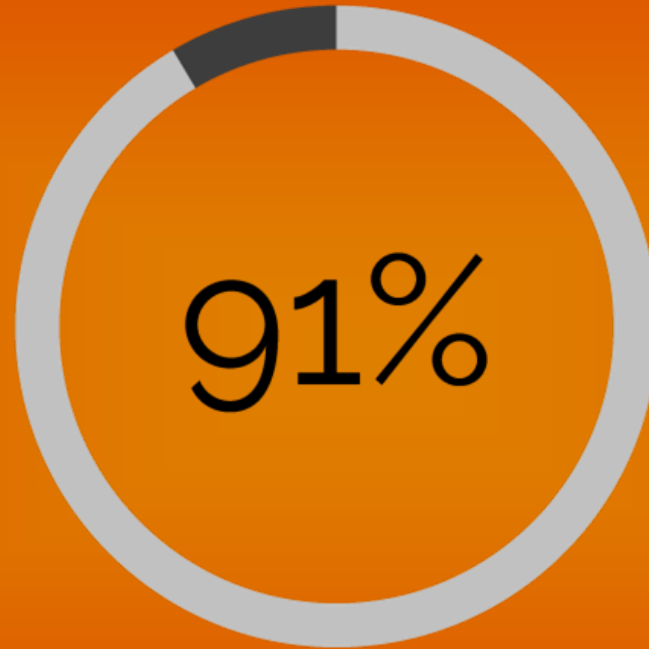
**What % of millennials do you expect to change jobs every 3 years, implying 15-20 employers over their career?**





**of millennials expect to change jobs every 3 years, implying 15-20 employers over their career.**

# How do employees today like to learn?



**of employees like to learn at their own pace.**

# Three key trends impacting the workplace

- **Fast changing business models**
- **Gig Economy**
- **Expectations of Employee Experience**

# Fast changing business models



# Gig Economy - Unbundling of jobs



Packetization  
of Joe



Re-Application of Joe



... in some time slots  
(could be for seconds)



... in some  
location  
(he need not be there)



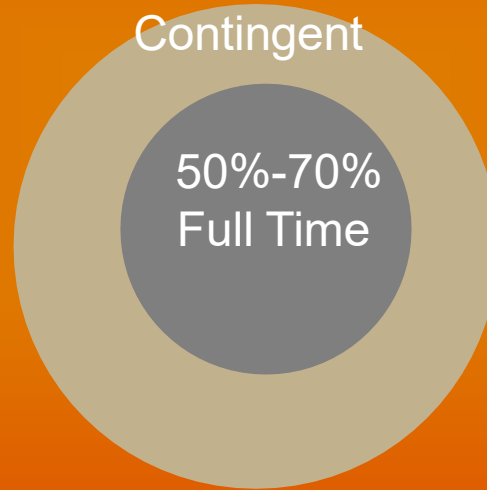
... in some  
context  
(skills specific to him)

# Gig Economy -Full time work disappearing

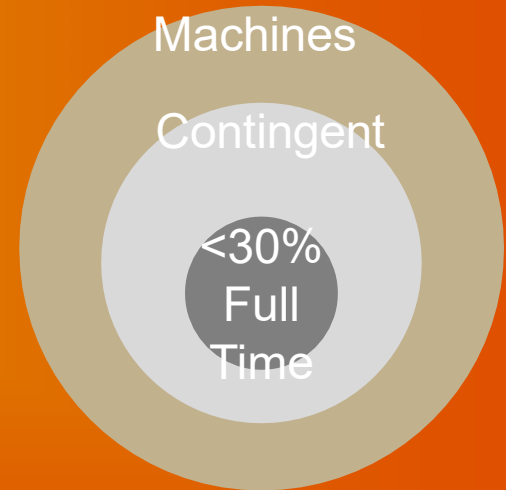
## Yesterday



## Today



## Tomorrow



# Impact of Employee Experience

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Anytime.....  
Anywhere .....

Personalised  
choices



Big data and  
predictive  
analytics

Design thinking



# How is AI impacting Talent Acquisition?

# AI is the third wave

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# Substitution- machines replacing humans

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- 52 % of human jobs to get automated by 2025
- 500,000 unfilled digital jobs across Europe



# Augmentation

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Where technology supports TA e.g. Chatbots for assistance, Virtual Reality for onboarding



# Disintermediation

Where technology removes middle men e.g. recruitment market places ,gig economy platforms



# Collaboration

Where technology enables exchange of information



# Operations & Candidate experience Experience

Where technology shapes the speed and efficiency across all aspects of the recruitment cycle :

- Employee referrals
- Candidate attraction
- Improving Diversity
- CV Screening
- Video interviewing
- Assessment
- Onboarding etc



# How easily are HR professionals embracing digital?

Feedback from 15,000 HR professionals



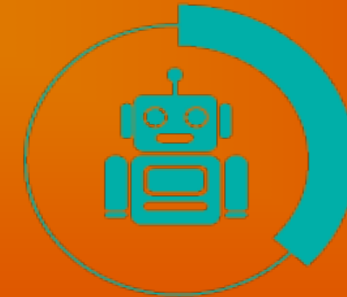
# KPMG results – lack of confidence

Most HR executives —

**70%** — recognize the need for workforce transformation.

Yet barely a third

**37%** — feel “very confident” about HR’s actual ability to transform and move them forward via key capabilities like analytics and AI.



# KPMG results –47% planning an investment in AI

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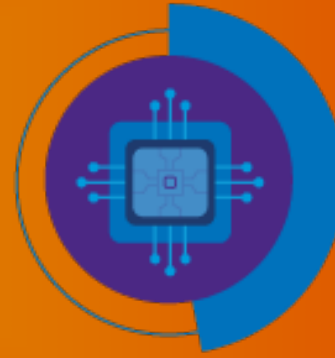
Over the next year or two, more are planning investments in areas such as:



predictive analytics  
(60%)

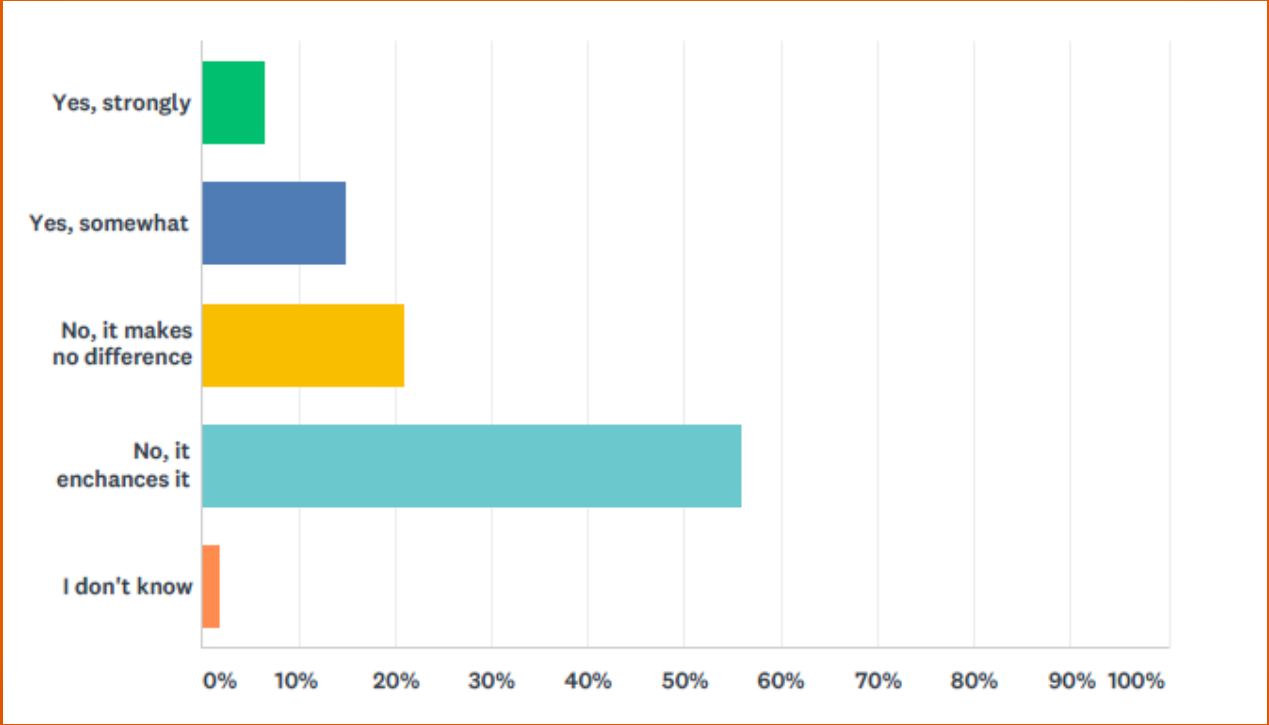


enhanced process  
automation  
(53%)

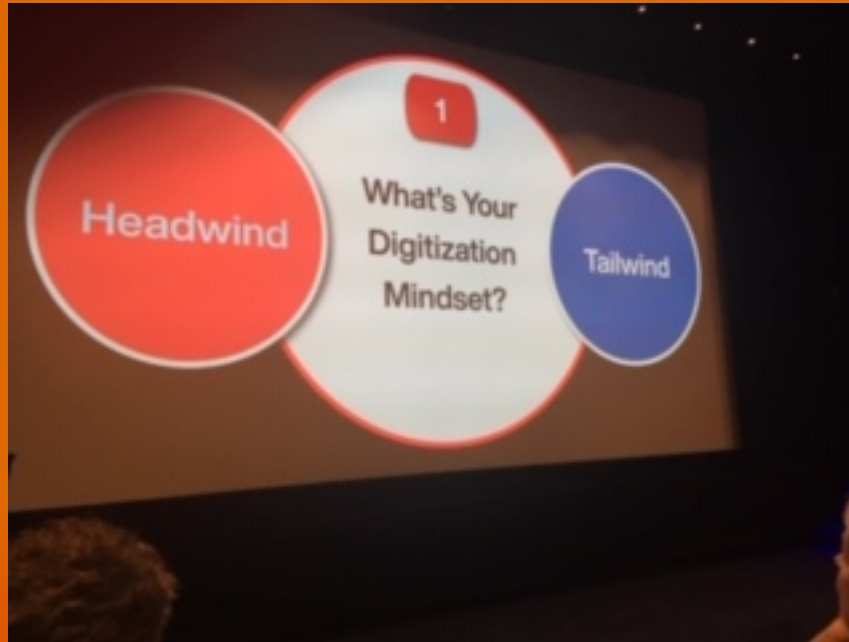


and AI  
(47%)

# H RTP Research -Do you believe that increased use of technology undermines the human touch with HR?

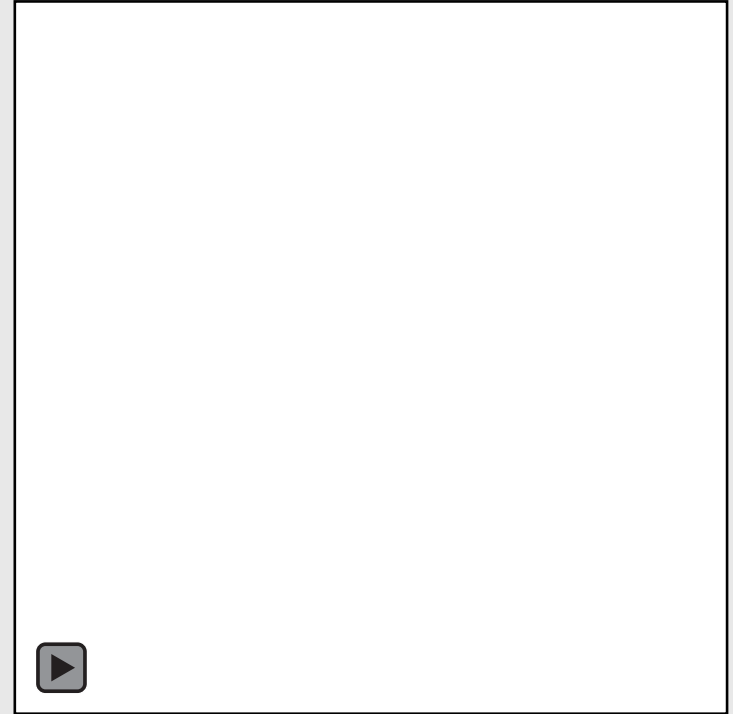


# Digitization mindset is the biggest issue



# What can organisations do to understand Digital Innovation ?

- **Six-month program** get exposed/learn/experiment
- **Sponsor** one AI based HR start-up
- **Participate** along with 3 other corporates



**50% of all work done by humans today is expected  
to be automated by 2030**

McKinsey & Co in 2017

**52% of all work done by humans today is expected to  
be automated by 2025**

World Economic Forum in 2018

# Thank You

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