



LEVEL 7 ASSESSMENT SPECIFICATION

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Programme:	MBA		
Module:	Human Resources Management		
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Lecturer:	Dr Leo Ho	Internal Verifier:	
Assignment Title:	Assignment 1	Word count (or equivalent):	1,500 words and 5-6 PPT
Submission deadline:	22 April 2019 (presentation) 22 April 2019 (Submission deadline)	Return date of provisional marks & written feedback:	6 May 2019
Submission method:	All written assessments, where practical and possible, must be submitted via <u>Turnitin</u> unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into <u>Turnitin</u> or it will match many similarities with other students' submissions.) Alternative submission method (if applicable): Late submission of the assessment will result in a late penalty mark. Penalties for late submission: Up to one week late, maximum mark of 50%. Over one week late, 0%. Only the Extenuating Circumstances Panel may approve a change to submission dates.		
Academic honesty / referencing:	Academic honesty is required. In the main body of your submission you must give credit to authors on whose research and ideas your work is based. Append to your submission a reference list that indicates the books, articles, etc. that you have used, cited or quoted in order to complete this assessment.		



The IoT trends into training shape the productivity

Module: Human Resources Management

Module Code: SBMA7101

Lecturer: Dr. Leo Ho

Assignment Title: Assignment 1 - Presentation

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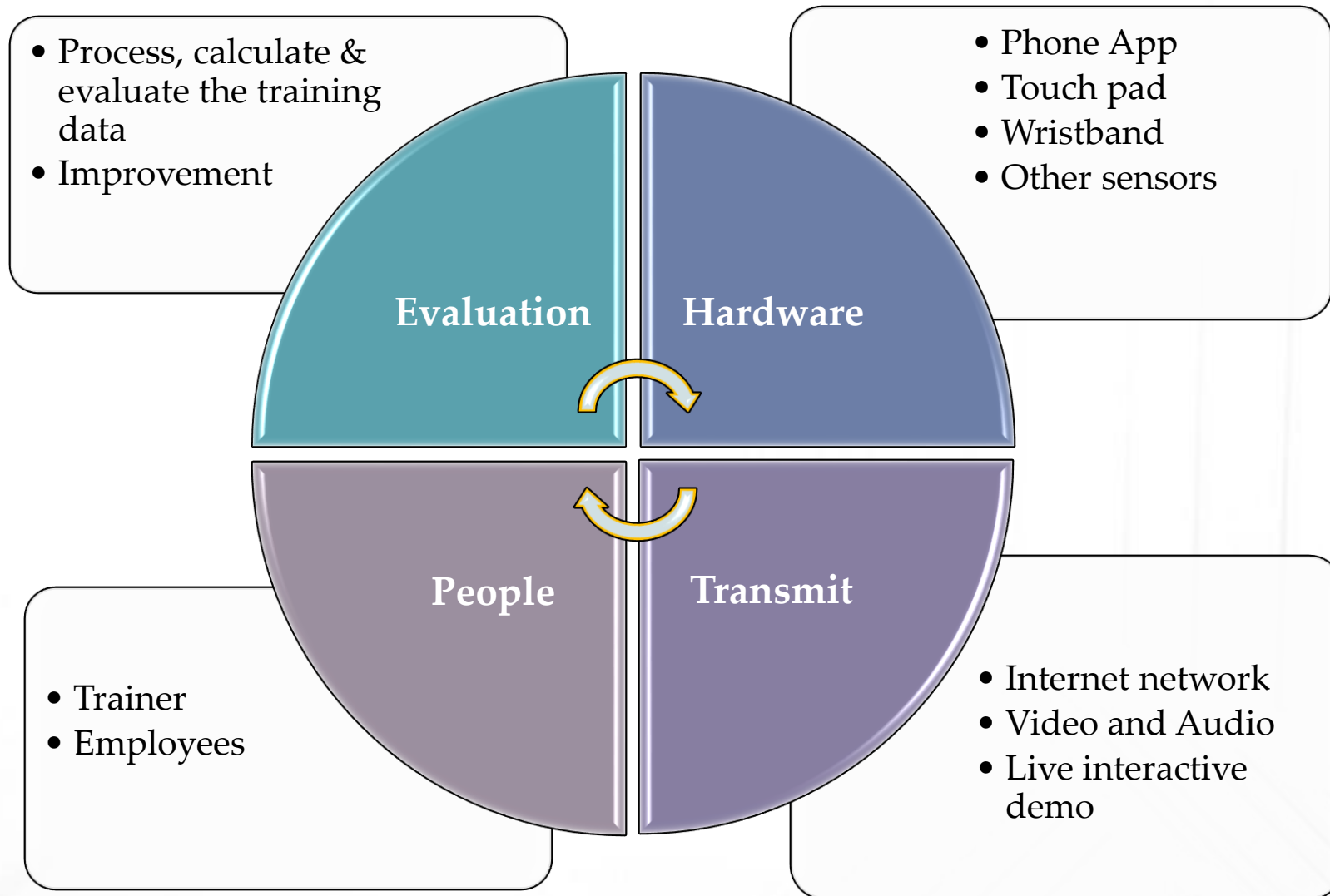
Background / Introduction

- The IoT (Internet of Things) is one of the greatest developments that will enhance the engagement of the employees by collecting data with devices to make efficiency and productivity within an organization (Human Resources, 2016 and SHRM India, 2018)
- The research found 1 billions of IoT devices have been produced in 2015 and is expecting 20 billion by 2020 (Hung, M. 2017)
- Training is essential, as all employee need improvement of their skills to enhance productivity, and competitive in the market.
- Traditional trainings are usually individual operated limited to time restricted, costly, and location

The different between Traditional and IoT training

	Locations	Training process status	Training result	Overall training evaluation
Traditional Classroom based	Single location only	limited feedback from one location	Manually record	Collect feedback manually
IoT	All around the world with internet connection	Instant feedback	Server system	Collect data easily

The IoT Process Network



Example

- Deloitte Canada has already applied IoT and assigned a group volunteers to wear the sociometric badges to collect the daily activities data at work (Bersin, J., Mariani, J. and Monahan, K., 2016)
 - The measured data are people interaction, location, voice tone, stress level, time and moment
- Insights:
 - Cross-disciplinary team is higher-performing than same team
 - Employees enjoy working in a smaller group with higher productivity
 - Employees feel happiness in a larger working space with more light

Positive and negative impacts of training in IoT

- Positive impacts
 - Centralize all training programs on server, live interaction and instant progress.
 - Flexible training schedule, location, high attendance
 - The training modules can be used globally with different languages
 - Quickly collect data, evaluate for future improvement
- Negative impacts
 - Investment for new IoT hardware, software and corporate security system
 - Employee might feel unsecure about new tracking devices
 - Personal privacy data is collected
 - Require time to adaptor the new digital transformation training format

Conclusion / Recommendations

- The IoT is a great opportunity to propose and integrate the new HR function (business objectives, strategy, goals) to the management and people (Strack, R. et al. 2015)
- During initial roll-out stage, the organization could propose voluntary enrollment for smooth transition
- The reduce cost of traditional training can be rewarded back to the employees and funding for future suggestion training program
- The organization could consider using an anonymous training devices (mobile phone, touchpad or hand wristband) to make employees feel comfortable to adapt the new technology changes
- The next phase is to implement the training in IoT for suppliers, external contractors, business partners

References

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Thank you for your time, any questions or Comments