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Programme:	MBA		
Module:	Human Resources Management		
Module code:	SBMA7101	Contribution to Overall Module Assessment (%):	100%
Lecturer:	Dr. Leo Ho	Internal Verifier:	
Assignment Title:	The Impact of Blockchain on Talent Attraction	Word count (or equivalent):	1,500 words and 5-6 PPT
Submission deadline:	14 April 2019 (presentation) 22 April 2019 (Submission)	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 Impact of Blockchain on Talent Attraction

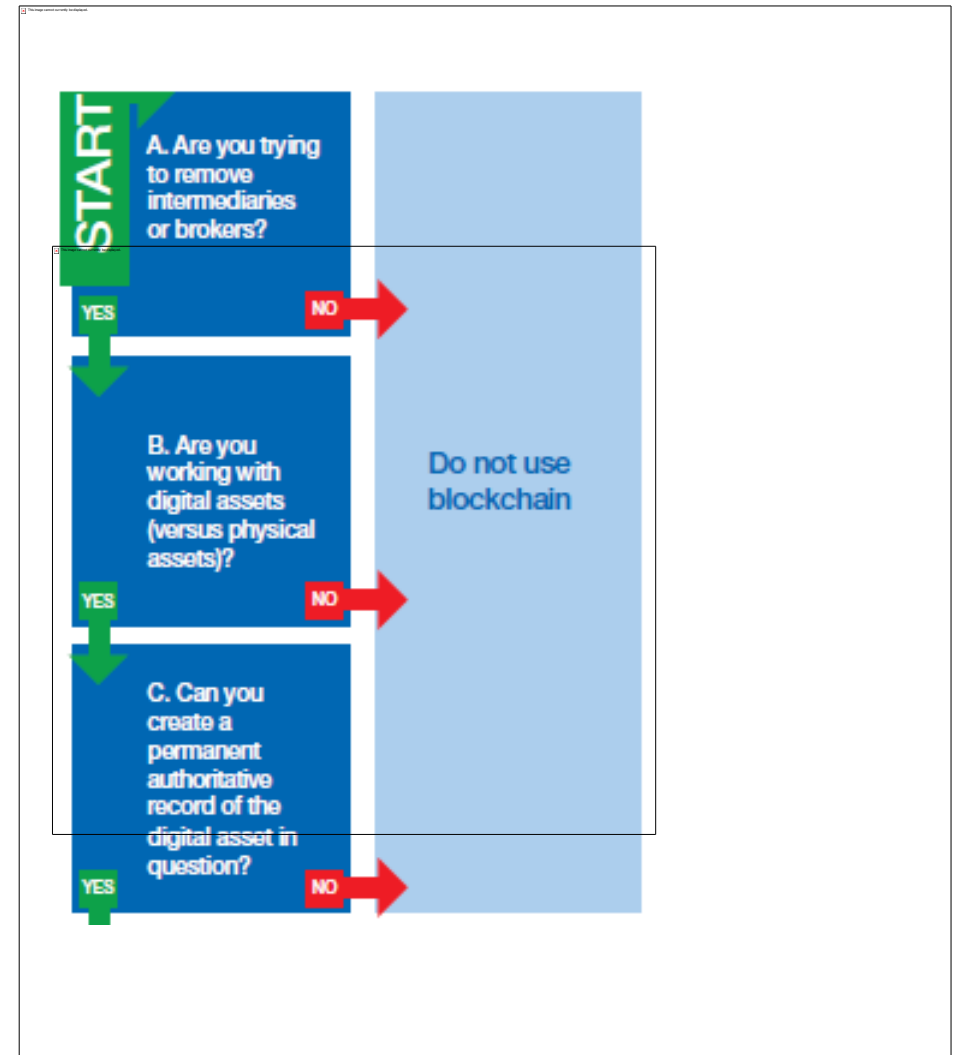
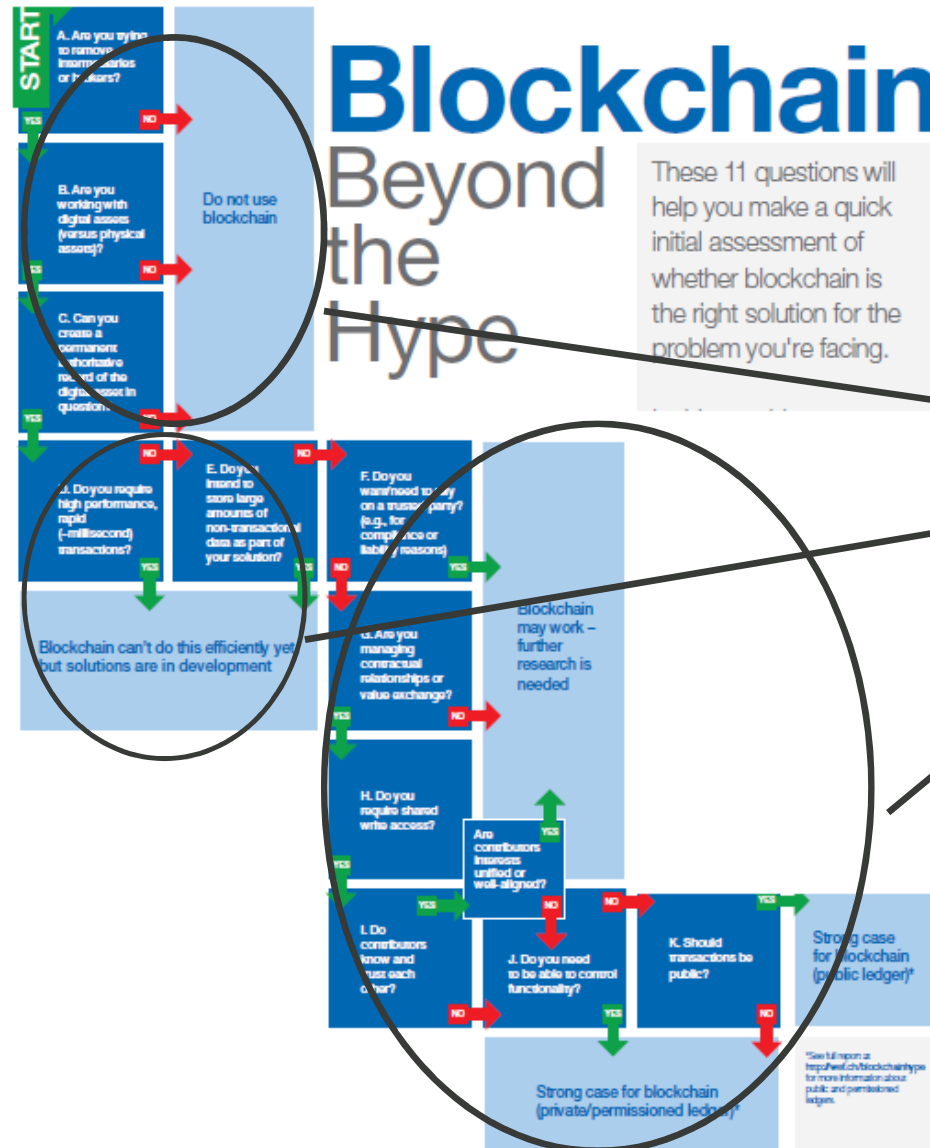
By Harriet Li

What is blockchain?

- Blockchain isn't just about money – It's about transactions
- It enables a record of transactions to be stored and verified across a network and validated in real-time
- It applied to process that is time-consuming, involve much human effort, and need data collection
- The record is tamper-proof and secure
- It is decentralized, distributed ledger
- Peer-to-peer interaction, transfer value with one another without relying on a third parties
- Blockchain technology should not be a goal in itself but a tool deployed to achieve specific purposes

Blockchain Beyond the Hype

These 11 questions will help you make a quick initial assessment of whether blockchain is the right solution for the problem you're facing.



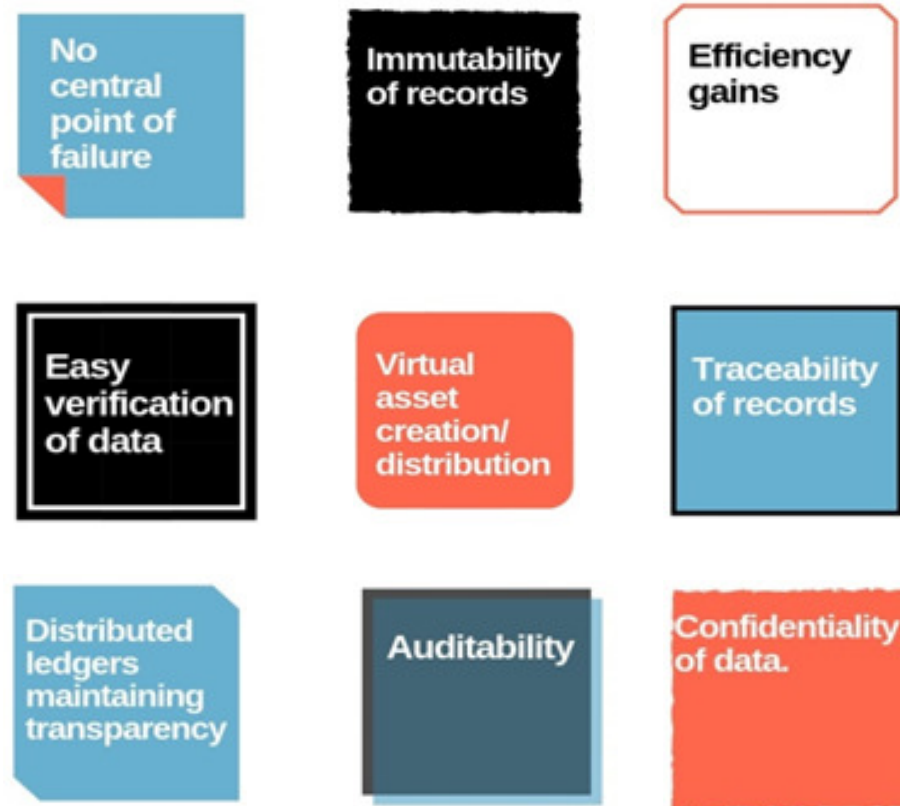
(Mulligan, et al., 2018)

Blockchain Helps Talent Attraction

- Blockchain can store candidates' personal information that is pre-validated
 - Including previous employers, past compensation data, certifications, degrees transcripts, visa status, health recorded, etc
- The platform allows prospective candidates directly contact the employer without any broker cost
- Good identification of potential candidates
- Avoid lengthy background check process

(Chaklada, 2018)

The Benefit of Blockchain



(Source: www.peoplesmattersglobal.com)

Conclusion and Recommendation

- It is nascent field to HR, the big challenge is where to begin (Gale, 2018)
- 2-5 years for meaningful applications of blockchain in HR, by Tim Griffiths (CTO of Xref)
- Once the network effect kicks in, the growth of blockchain technology could be exponential, by Jeff Mike (VP HR of Deloitte)
- It is good time for HRBP to buy in and learn more about the technology
- Talent on blockchain is least now
- Government Data Privacy Regulations may limit the evolution of blockchain on talent attraction

Bibliography

Chaklada, P. (2018) *Here's How Blockchain is Going to Impact Human Resources*. Available at: <https://www.peoplesmatters.in/article/hr-industry/heres-how-blockchain-is-going-to-impact-human-resources-18464> (Accessed: 31 March 2019).

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Thank You

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