



LEVEL 7 ASSESSMENT SPECIFICATION



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Assignment Title:	Assignment 1	Word count (or equivalent):	15-20 minutes (Not more than 20 pages of PPT)
Submission deadline:	Dec 20, 2020 - Oral Presentation Dec 20, 2020 - Submission of finalized PowerPoint slides	Return date of provisional marks & written feedback:	14 working days after submission of finalized PowerPoint slides
Submission method:	All written assessments, where practical and possible, must be submitted via Turnitin unless otherwise instructed by the Lecturer. (Please DO NOT put this assessment specification into Turnitin or it will match many similarities with other students' submissions.) 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.		

Internet of Things (IoT) for wellness programme

Ho Yan TONG



Content

- What is Internet of Things?
- Uses of IoTs in HRM
- Benefits of IoTs
- How can IoTs enhance employee wellness?
- Risks of wearable devices
- Implementations
- Recommendations to success
- Conclusion

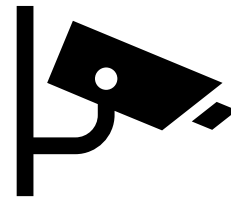
What is Internet of Thing?

- An open and comprehensive network
- Auto-organize, share and data exchange
- Interaction with living or non-living things

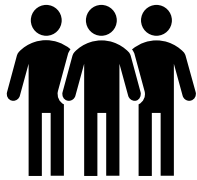
Uses of IoTs in HRM



Tracker



Security



Recruitment



Payroll,
Compensation and Benefit

Benefits of IoTs

- Efficiency- Getting more in less time
- Accuracy- Preventing human errors
- Reducing cost – energy and manpower
- Reputation – better workplace moral

BIG DATA





How can IoTs enhance employee wellness?



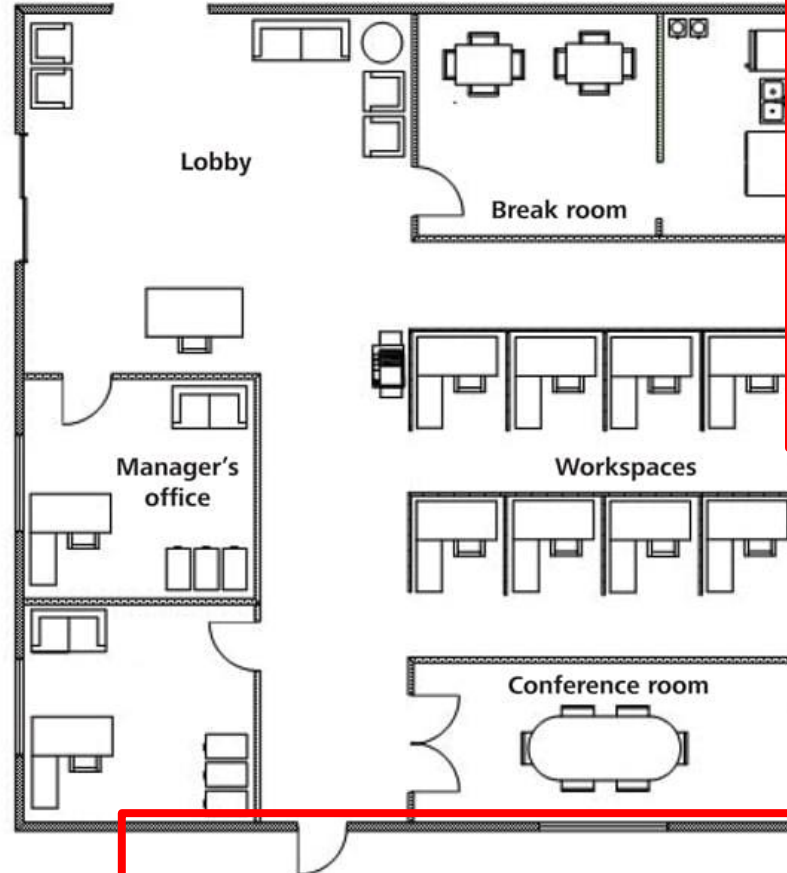
By mapping sociometric data such as tone of voice and rate of gesture, managers can begin to see when they are helping to promote employee engagement and when they may be hurting team cohesion.



Automated adjustments to heating and cooling based on presence can not only help workers feel more comfortable, but also save energy and decrease a facility's carbon footprint.



Managers can see aggregated performance data for a team, to get a real sense of how the team is doing without the risk of identifying any individual.



Experiments from Deloitte Consulting LLP have used wireless access points and team codes to help workers find empty desks near their colleagues. This makes it easier for employees in open plan offices to find a seat, and companies to have more efficient seating arrangements.



Data broken down by task type can help individuals understand when they perform certain tasks best, and schedule meetings when the group is most likely to be engaged.

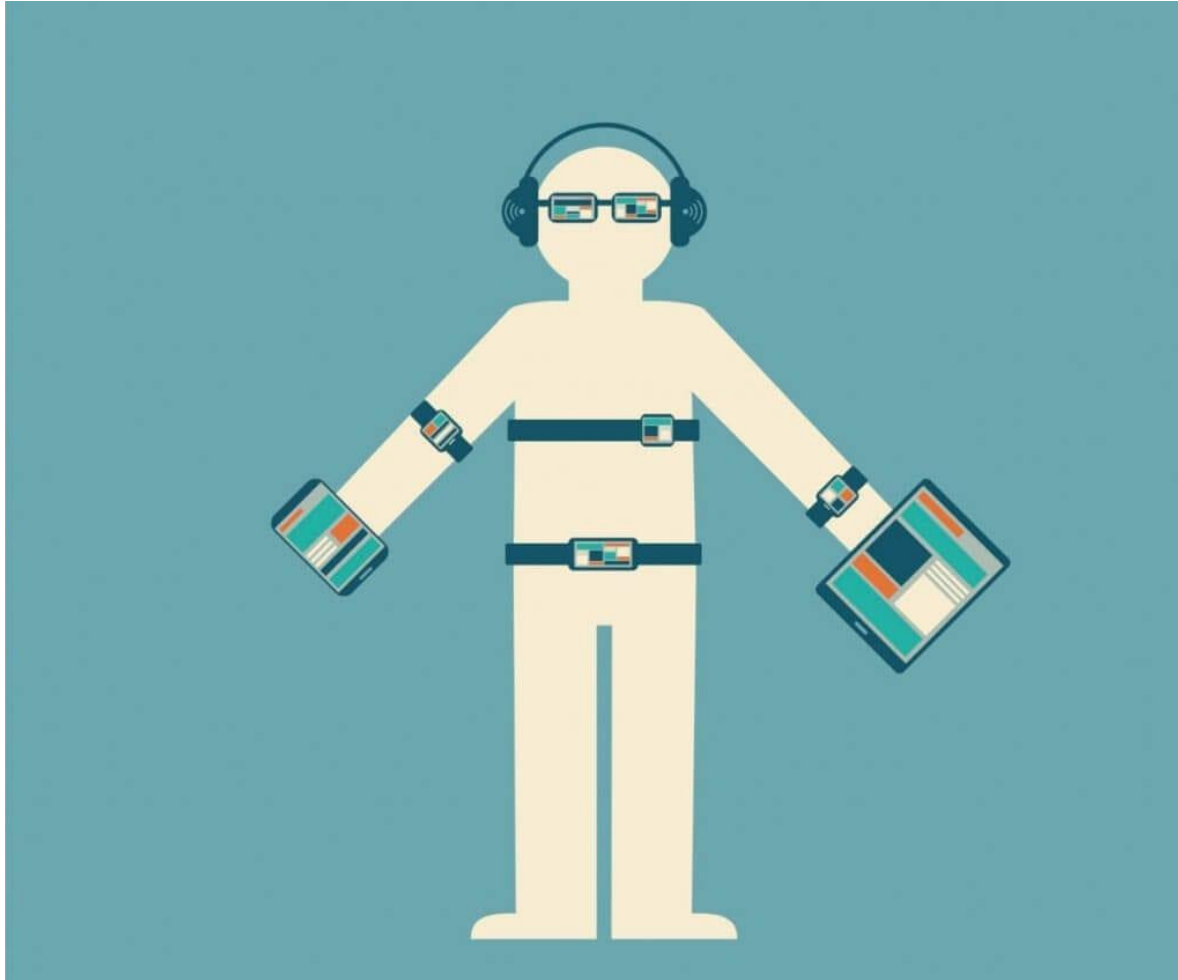


Kiosks outside of conference rooms let people rate the quality of a meeting on a 1–5 scale, and give planners immediate feedback on what they could do to make future meetings more productive.

Source: Deloitte analysis.

Graphic: Deloitte University Press | DUPress.com

IoTs for Wellness Program



Wearable devices

- Cost varies from USD50-5000
- Tracking of locations
- Biometric measurements
- Incorporate to platform that analyzes and drives motivation
- Plan for healthcare costing and benefits

Why do we need to make use of the wearable devices?

- Convenient
- Fun
- Sociable
- Motivated
- It's Cool 😎



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Wearable devices for Wellness Program

WEARABLES: BY THE NUMBERS

35% of employers include wearables in their corporate wellness strategy

44% use wearable device data in the strategic planning of their wellness program

49% of employers are considering purchasing devices for their population over the next 12 months

TOP REASONS THAT EMPLOYERS USE WEARABLES:

Improve employee health

50%

Drive behavioral change

42%

Track steps

38%

Source: Springbuk, 2017

In a study of activity-tracking devices, it was found that healthcare costs for employees with access to a Fitbit averaged \$1,242 less after two years than those in a control group. (Shutan, 2017, Pg 26)





Do these devices really work?

How sustainable are these devices?

Big brother is watching

 INDEPENDENT

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Kevin Rawlinson | @kevinJrawlinson | Wednesday 13 February 2013 20:37



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Risks of wearable devices

- Difficult to use a 'one size fit all' security strategy
- Access to sensitive data with privacy control
- Trust of the machine to give accurate data
- Adaptation from the HR team to affect its applications

Implementations

- Health Check Programme for employee, that involves measurements of different parameters through wearable devices. A health check report can be generated
- Fitness campaigns that involve physical activities, e.g., step counting, cycling, dancing, etc
- Monitoring employee stress level through heart rate monitoring, incorporating some healthy food in staff cafeteria

Recommendations to success

- Focus on the benefits of such devices and reinforce trusting beliefs
- Training and education
- Identify risk factors and commit to take measures e.g. data security policy
- Allow flexibility of using own devices
- Incentives for motivation

Conclusion

- Wearable devices are new innovative ideas to corporate wellness programme
- Apart from increasing overall wellness of employee, it also brings other benefits to the organization
- Risk factors must be considered during implementation
- Key to success requires active involvement from the HR
- More studies and data are needed for long term corporate benefits from these wearable devices.

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