

IoT affect the way HR leaders manage in complex business environments

Human Resources Management (HKBM7007)

HO Chit Chi, Jeffrey

Human Resource technology trends

- Blockchain
- AI
- Chatbots
- Automation in administrative task
- VR in training
- Employee self-service features
- Employee experience platforms
- Etc.....

About IoT

- The Internet of Things (IoT) refers to a vast network of interconnected physical devices, vehicles, appliances, and other objects that are embedded with sensors, software, and network connectivity. This technology allows these "smart" devices to collect and exchange data over the internet without requiring direct human intervention.

Examples of Daily IoT Applications

- Smart Homes: Devices like smart thermostats adjust heating and cooling based on user behavior and preferences, optimizing energy use.
- Wearable Technology: Fitness trackers monitor health metrics such as heart rate and activity levels, providing users with insights into their fitness.



Using IoT in Corporate

- A survey conducted by Ubisense revealed that over 62% of manufacturers have integrated IoT technologies into their manufacturing or assembly processes. (Ubisense, 2023)
- Operation, Supply Chain
- Examples: ABB: Smart robotics; Airbus: Factory of the Future (industrial smart glasses, sensors to tools and machines); Amazon: Reinventing warehousing



Why use IoT in corporate?

- Increase Staff working productivity
- Reduce production cost and time
- Reduce Manpower (base on industry and function)
- Increase Profit (due to cutting cost, example: self-checkout hotels, stores with kiosk)
- Stabilize manufacturing process
- Increase manufacturing safety



Using IoT in Human Resources

- According to a report by the OECD, as of 2021, approximately 29% of European firms reported using IoT technologies in HR. In comparison, adoption rates were lower in Canada (23%) and South Korea (14%) (OECD, 2023).

Examples

- IBM uses IoT-enabled tools to track candidates' interactions during the application process.
- Cisco has implemented IoT solutions that allow employees to book meeting rooms via mobile apps connected to smart sensors.
- Microsoft has integrated IoT sensors into their workspaces to analyze employee productivity patterns.
- Honeywell has developed IoT solutions that track environmental factors such as air quality and temperature in real-time.

IoT in HR management

- Recruitment Automation (Ontop, 2023)
- Employee Monitoring and Health (Ulfa, 2024)
- Streamlined Processes (Partida, 2024)
- Enhanced Decision-Making (Davis & Lee, 2022).



Challenges and Considerations

- Data Privacy Concerns (Anderson & White, 2022)
- Integration Difficulties (Clark & Green, 2022)
- Skill Gaps (Johnson et al., 2022)

Recommendations

- Comprehensive Training Programs (Davis & Lee, 2022)
- Establish Data Governance Frameworks (Anderson & White, 2022)
- Pilot Programs (Roberts et al., 2023)
- Encourage Cross-Department Collaboration (Miller & Smith, 2023).

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