

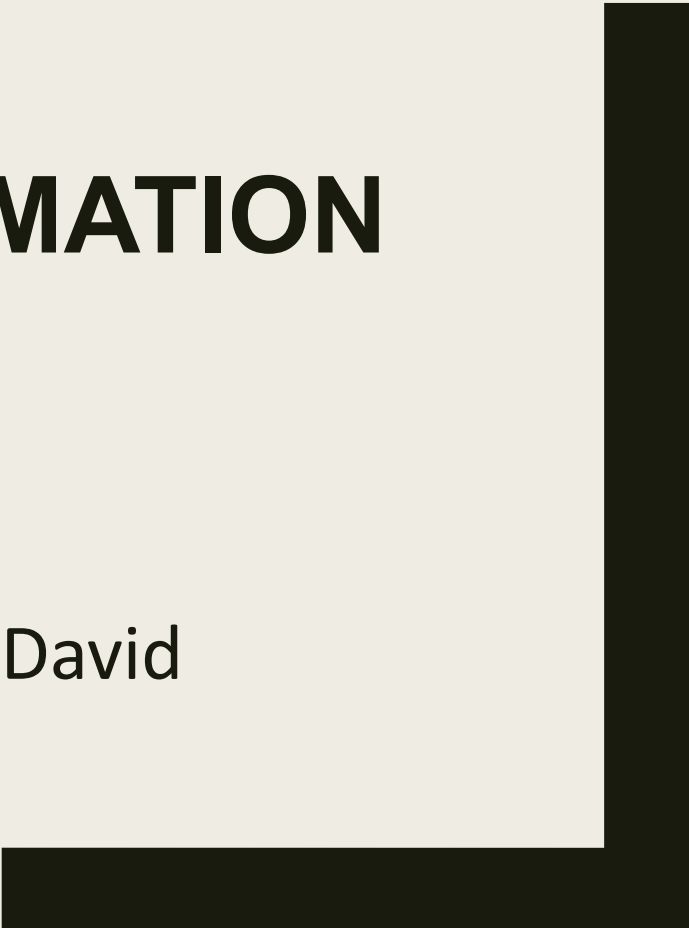
LEVEL 7 ASSESSMENT SPECIFICATION

Student name:	Tow Choon Liang	Student ID number:	2322637
Programme:	MBA		
Module:	Human Resource Management		
Module code:	HKBM 7007	Contribution to Overall Module Assessment (%):	50%
Lecturer:	Dr Leo Ho	Internal Verifier:	Dr Terence Li
Assignment Title:	Assignment #2 – Individual oral presentation	Word count (or equivalent):	12-15 mins Individual Presentation
Submission deadline:	Submit PPT & Presentation: 23 December 2023	Return date of provisional marks & written feedback:	Within 20 days after submission
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.) 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.		



HR DIGITAL TRANSFORMATION

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Outline

- I. Introduction
- II. Background and Focus on Key Change Drivers
- III. Adoption and Embracing of Change Drivers in Organizations
- IV. Impact on HR Leadership and Performance
- V. Analysis of Key Findings from Articles
- VI. HR Challenges in Digital Transformation
- VII. Recommendations for HR Leaders
- VIII. Implementation Plan for Recommended Changes
- IX. The Role of HR in Leading Digital Transformation
- X. Future Trends in HR Digital Transformation
- XI. Enhancing HR Resilience in the Digital Age
- XII. Conclusion

Introduction

- ❖ Definition of digital transformation in HR context
- ❖ Importance of digital transformation in modern HR practices
- ❖ Overview of key change drivers: Cloud computing, AI, IoT
- ❖ Purpose of the presentation: Analyzing the impact on HR management

Background and Key Change Drivers

- ❖ Detailed look at cloud computing as a key change driver
- ❖ Impact of AI and IoT on HR management
- ❖ How these technologies are reshaping HR roles and functions
- ❖ The shift towards a more data-driven HR approach

Cloud computing enables remote collaboration, instantaneous data retrieval, and streamlined HR service provision (Ignatus, 2018).

Adopt and Embrace of Change Drivers in Organizations

- ❖ Strategies for adopting digital technologies in HR
- ❖ Challenges in embracing digital transformation
- ❖ Case studies/examples of successful adoption
- ❖ Role of HR leaders in driving digital adoption

Aversion to change, HR personnel lacking digital proficiency, and apprehensions over data security and privacy (Bonnet, 2022).

Impact on HR Leadership and Performance

- ❖ Changes in HR leadership roles due to digital transformation
- ❖ Impact on staff attraction, motivation, and retention
- ❖ Digital transformation's effect on stakeholder service
- ❖ Enhancing performance effectiveness through digital tools

This emerging paradigm necessitates human resources directors exhibit greater adaptability, innovation, and technological proficiency, with an emphasis on making strategic decisions bolstered by insights derived from data (Frankewicz & Chamorro-Premuzic, 2020).

Digital transformation has a tremendous effect on the recruitment, retention, and motivation of personnel. The revolution encompasses the way human resources attends to stakeholders (Mitrofanova, 2019)

Analysis of Key Findings from Articles

- ❖ Insights from Bajraliu and Qorraj (2023) on work-life balance
- ❖ Lessons from Bonnet (2022) on stages of digital transformation
- ❖ Observations from Chamorro-Premuzic (2019) on essential components
- ❖ Arguments from Davenport and Redman (2020) on talent importance

HR Challenges in Digital Transformation

- ❖ Challenges in implementing digital strategies in HR
- ❖ Adapting to new technologies and processes
- ❖ Balancing traditional and digital HR functions
- ❖ Ensuring employee engagement and training

A fundamental challenge lies in ensuring that these initiatives are in harmony with the overarching corporate goals and current human resources procedures. This alignment is essential to guarantee that digital projects provide tangible benefits and do not merely constitute technological advancements in isolation (Galanti et al., 2023).

Recommendations for HR Leaders

- ❖ Strategies for effective digital transformation in HR
- ❖ Promoting a culture of continuous learning and adaptability
- ❖ Emphasizing the importance of data-driven decision making
- ❖ Encouraging collaboration and innovation in HR practices

To ensure successful digital transformation within the HR department, leaders must embrace a strategic methodology that harmonizes digital endeavors with the objectives of the organization. This requires a reevaluation of HR processes in addition to the adoption of new technologies to realize the benefits of digital solutions (Malini & Srinivas, 2020).

Implementation Plan for Recommended Changes

- ❖ Step-by-step plan for implementing digital transformation
- ❖ Timeline and milestones for HR digitalization
- ❖ Role of HR leaders in overseeing the implementation
- ❖ Monitoring and evaluation mechanisms

Critical to establish a systematic approach for the implementation of digital transformation to guarantee a seamless transition. A comprehensive evaluation of current HR procedures and technology, choose appropriate digital tools to achieve the goals and lastly is tool selection to integrating new technologies into existing HR processes, ensuring that they enhance and complement rather than disrupt (Chamorro-Premuzic, 2019).

The Role of HR in Leading Digital Transformation

- ❖ HR's pivotal role in steering digital transformation initiatives
- ❖ Aligning digital transformation with organizational goals and culture
- ❖ HR as a facilitator for change management and employee readiness
- ❖ Developing digital competencies within the HR team

HR as an intermediary between technology and individuals, possesses a distinctive ability to guarantee that the process of digital transformation is in harmony with the strategic goals of the organization and the requirements of its workforce. This requires the business to not just adopt new technologies but also adopt a culture that is receptive to these modifications (Davenport & Redman, 2020).

Future Trends in HR Digital Transformation

- ❖ Anticipating future trends in HR technology and practices
- ❖ The growing importance of AI and machine learning in talent management
- ❖ Preparing for the integration of virtual and augmented reality in training
- ❖ Emphasizing on predictive analytics for strategic HR decision-making

It is imperative to forecast forthcoming developments in HR technology and processes in order to maintain a competitive edge in the swiftly changing digital environment. Ongoing innovation is anticipated in the domain of human resources, as emerging technologies continue to revolutionize the way HR operations are executed. This capacity foresee empowers firms to adjust and sustain competitiveness (Li, 2021).

Enhancing HR Resilience in the Digital Age

- ❖ Building Resilient HR Systems
- ❖ Emphasis on Cybersecurity in HR
- ❖ Promoting Digital Literacy Among HR Staff
- ❖ Sustainable Digital HR Practices

HR solutions that are both flexible and adaptable are indispensable. It is imperative that these systems be engineered to accommodate a multitude of obstacles, encompassing distant work arrangements and swiftly evolving labor legislation, to maintain the efficacy and responsiveness of HR activities (Galanti et al., 2023).

Conclusion

- ❖ Summary of key insights and findings
- ❖ The future of HR management in the digital era
- ❖ Final thoughts on the importance of embracing digital transformation
- ❖ Call to action for HR leaders and organizations

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