

LEVEL 7 ASSESSMENT SPECIFICATION

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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.		



HKBM7007 Human Resources

Assignment 1

How Big data helps to change learning / talent management

Programme: MBA

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Flow

- Introduction
- What is Big Data ?
- How it adopt and embrace to help organization?
- How Leaders apply it to perform in HR?
- Supports on learning & talent development and talent management
- SWOT
- Challenge
- Recommendation & Suggestion
- Reference



Introduction

Technology has always made our lives better and easier in our everyday lives.

This trend has integrated to every enterprises management, incl. human resource management.

Before that HR needs to face:

- large number of reports**
- personal resumes**
- statistics by using traditional info. management systems**

and hard to do prediction for future human resource planning, growth and employees turnover intention.

Introduction

The implement of technology now will provides new methods and ideas for HR **to helps work fast, more efficient and improve on:**

- Attract, hire and retain
- Maintain talent
- Support workforce administration
- Optimize workforce management

(Team Synerion, 2011).



HR management can rely on below key change drivers of digital transformation:

- Artificial intelligence (AI)
- Robotic / **Big data**
- Machine learning
- Block-chain
- Cognitive technology
- Internet of things (IoT) & etc.



What is Big data?

Any large amount of data which are structured or unstructured that can obtain information we called it as big data. (Segal, 2019).

These data are mainly collected from:

- HRIS data (HR info. sys.)
- Business data
- Other data, such as: demographic and background data, etc.

It requires to search for, extra and analyze related information from various data sets.

The benefits of BIG DATA and DATA ANALYTICS:

- Possibly to provide more complete answers and information
- More confidence in the data using different methods to solve the problems

How **BIG DATA** adopt and embrace helps organization?

BIG DATA is a big deal to all industries and even small & mid-scales companies are looking for benefits from it, such as:

- To reduce cost and increase quality hiring
- Improve strategic training plan and employee success rate
- Enable decision-making without Bias
- Increase employee motivation and engagement
- Increased employee retention
- Appropriated resource utilization
- To gives organization more competitive and reduce risks

(Villanovau.com, 2020), (Kumar,2018).

How leaders apply big data to perform in HR ?

- Analytics that identify meaningful pattern data sets,
eg. Age, skills, education backgrounds, performance rate, employees work development, etc.
- Workforce planning & analytics
eg. Known the weaknesses to provide training plan etc.
- Predictive Analytics
eg. Use analytics to measure the effectiveness of employee training & activities and identify which employees are most likely to achieve their goals and why.
- Big data software tools
eg. To capture blind spots and answer valuable questions on productivities and taking the best advantage of the data to provide better supporting etc.



Support learning and talent development & management

Big data is a power tools. By using that, we can further to process our **talent management** and advantage our **learning & talent development**.

Spotting out their weaknesses that might be misleading their talent and prevent unengaged employees, eg.

- Determine what's skills
- Personal traits
- Latest experiences and achievements

(Team Synerion, 2011).

Based on their grading and tend we can shortlist our employees for matching their right positioning.

HR leaders said their most important initiatives in the next 12 months are:

- 48 percent said employee engagement
- 46 percent said training and enabling managers
- 44 percent said diversity, equity and inclusion (DE&I) programs
- • 37 percent said learning and development
- • 33 percent said performance management

Figure 1: Top HR Challenges in 2021 (Stevens, 2020).

Big data is getting more valuation which that a report by Economist Intelligence Unit found that *82% of organizations are planning to either begin or increase the use of big data in HR before the end of 2018.* (Marr, 2018).

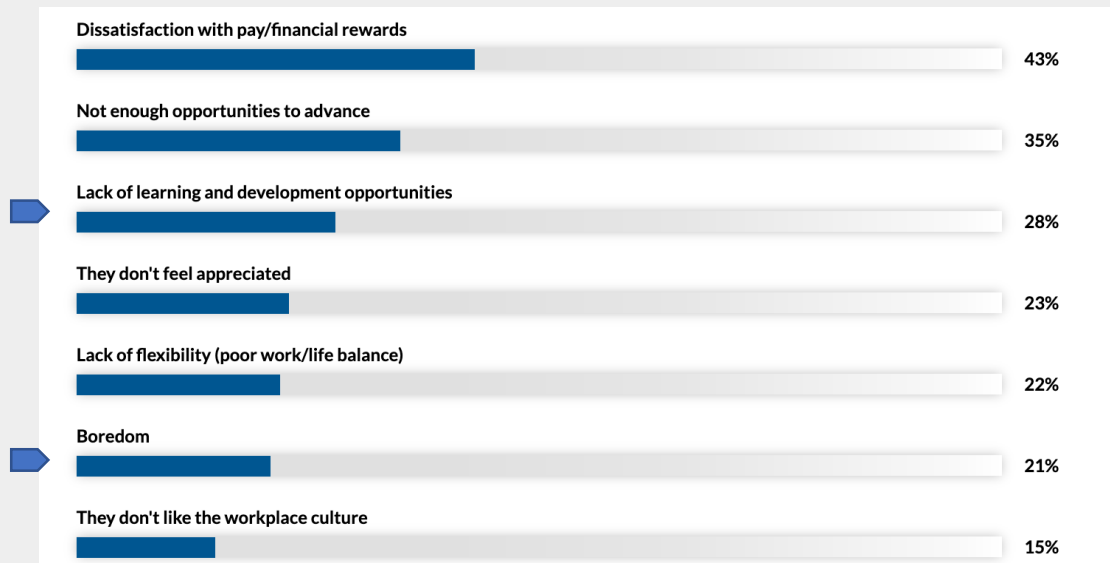


Figure 2: Top Reason for near-term exits among Millennials 2019 (%), (FinancesOnline, 2020)

Source: Deloitte

Throughout, the existing data from the market we can see the importance of **learning & talent development & management.**

SWOT



Strengths

- Improve training & employees success rate for better utilization resources.
- Data can put value on human capital.
- More efficient to find internal talents, find out more productive workforce and increase group effort.
- Better understanding of internal needs.



Weakness

- Unstructured data needs time and extra resources & costs.
- Missing expertises for analytics and legal advise.
- Compliance to meet govt. regulation on big data storage.
- Data quality.
- Control of training time and maintain fresh.



Opportunities

- Understanding the existing talents on market trends.
- Forecast the future and may development new businesses.
- Keep company competition and keep up with industry changes



Threats

- Security risk.
- Challenges on new technologies.
- Cost of technology investment.

Challenges

The use of Big Data opens up the world of possibilities for learning & talents development, but also a challenge.

- Those challenges included:
- Current tools not perfect
- lack of human skill in analysing the data
- internal resistance on data-based decision making.

Challenges

Factors as considers in Big data to real workplace:

- **Investment on hardware tools and talents**

- **Security risks**

eg. Risk on cyber attacks and storage on confidential data

- **Rapid changes**

eg. Sudden changes on technology or culture changes which rely on technology

- **Compliances to be met**

eg. govt. regulations, big data storage on personal etc.

- **Data quality**

eg. Keeping data systems up-to-date, needed to fact checking to verify factual info. etc.

- **Difficulty to integrate legacy system**

eg. unstructured data needs time and extra resources & costs

Challenges

Below factors as considers in learning and talent development & management:

- **Strategic planning**

Good use on the data source and allows to predict upcoming talents and prepare entries for business moves.

- **Keep monitoring & Adopt sustainable changes**

Closer watch and note any problems that come up or may find out wrong training progress to prevent failures

- **Be utilization of resources**

To allow data driven schedule, dispatching, task management and other functionalities, etc.

- **Access suitable nodes for better filtering**

Use the data analytic to solve riddles to strengthen and support the team needs.

Recommendation & Suggestion

The amount of data grows and data reliabilities & credibility to help and understanding the needs on people and a key to find out which can be resolved by the deliver of precise analytic data capability.

If the organization embrace the changes, they will gain a competitive edge and ultimately emerge stronger.

- **Greater innovation**

Advance software / experience design to studies the behaviors of every employee

- **Align changes with organization**

To prevent conflict and recognition by internal to make strategy easier

Recommendation & Suggestion

- **Use analytic to enhance and support for better cross function learning**

Choose their favour by tailor-made training (online / on job training)

- **Tackle and face shortcomings**

For negative impacts like inefficient behaviors

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