



Presentation Topic: **Impact of Advanced and Emerging Technologies on HRM at Deloitte UK**

(Presentation Script)

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PowerPoint Slide Link: [2420408 Deloitte UK HRM_BMMB7025D.pptx](#)

Slide 1: Introduction

Good morning, everyone. My name is Eyashin Miah, and today I will be presenting on the impact of advanced and emerging technologies on Human Resource Management at Deloitte UK.

This presentation is part of my assessment for the Managing People in Organisations module in my MBA programme at Swansea University.

In the following slides, I will critically evaluate the integration of emerging technologies, particularly Artificial Intelligence (AI), within HRM processes at Deloitte UK. We'll explore how these technologies are shaping the HR landscape, driving strategic decisions, and enhancing the organisation's competitive edge.

Slide 2: Advanced and Emerging Issues in HRM and IHRM at Deloitte UK

The presentation focuses on how Deloitte UK utilizes AI-powered recruitment systems alongside advanced technologies to revolutionize their HRM operations. Predictive analytics together with AI chatbots enhance recruitment efficiency at the company which allows them to hire top talent while achieving higher hiring accuracy (Gupta et al., 2018).

Remote work technologies play a crucial role in managing employee performance and engagement because of changing work environments (Deloitte, 2020). These technological tools deliver solutions that solve problems which emerge when managing remote workers.

GDPR standards create complex requirements for Deloitte to follow when managing employee data while they maintain their recruitment and performance management systems (Bratton et al., 2022). International Human Resource Management (IHRM) presents complex challenges at Deloitte through their management of global workforce movement and cultural integration across international teams.

Slide 3: Comparative Analysis – Deloitte vs Industry

This slide examines how Deloitte implements modern technologies in HRM operations relative to current market standards. Deloitte takes a leading position in AI implementation for recruitment systems and learning and development programming. While many competitors are slow to adopt AI at a full scale, Deloitte has demonstrated a strong commitment to integrating AI for enhanced efficiency in talent acquisition (Kapoor & Kabra, 2014).

Another distinguishing feature of Deloitte is its implementation of real-time digital feedback processes within performance management practices. This approach defines the company apart from its competitors who are often slower to embrace such innovations in feedback systems (Smith & Biittci, 2017).

However, predictive HR analytics remains a significant challenge across the industry. Deloitte, in contrast, actively leverages predictive analytics for workforce planning, showcasing its advanced capabilities in HR technology utilization.

Despite Deloitte's progress, the global market shows a delayed convergence between digital transformation and HR strategic planning, as organizations struggle to fully integrate these technologies into their strategic HRM practices.

Slide 4: Influence of Technology on Strategic Aims

In this slide, we examine how technology supports Deloitte's strategic objectives. One of Deloitte's core strategic aims is to maintain its market-leading position by utilizing digital-oriented solutions, with a strong emphasis on AI-powered HR systems. According to Deloitte (2022), this approach is essential for driving innovation and competitiveness.

The HR technology systems at Deloitte search for employee competencies that match emerging business opportunities especially in high-demand areas such as cybersecurity and sustainability. The strategic alignment of Deloitte enables the company to maintain leadership in industry trends while satisfying global market requirements.

HR technology systems at Deloitte allow the company to predict employee departures which helps the organization develop its workforce and maintain valuable talent. The system allows

Deloitte to develop better plans for employee recruitment and retention (Kapoor & Kabra, 2014).

The learning systems at Deloitte serve as an essential tool for promoting continuous employee development. These systems help Deloitte achieve both adaptation and expansion goals which support the company's strategic objectives (Armstrong & Taylor, 2023).

The strategic agility of HRM allows Deloitte to adapt swiftly to market requirements changes which strengthens its competitive dominance in the industry according to Battour et al. (2021).

Slide 5: Enhancing Competitive Edge through Technology

The slide demonstrates various technological strategies which Deloitte uses to boost its competitive advantage.

Deloitte uses AI recruitment technology to improve its hiring process through fast and precise recruitment which reduces hiring bias. AI recruitment technology at Deloitte enhances operational efficiency and reduces the hiring timeline which provides the company with superior capabilities to recruit premier candidates quickly (Gupta et al., 2018).

Digital performance tools create essential centers for improving employee engagement because of their integrated role within business environments. Through enhanced transparency and integrated accountability measures in human resources operations these tools create more involved employees who deliver increased organizational performance (Smith & Biittci, 2017).

Through Deloitte University the company provides innovative skills development solutions to large groups of employees. The solutions from Deloitte create innovation pathways while developing leadership capabilities to equip employees for upcoming challenges (Kaupa, 2022).

Deloitte implements predictive analytics to forecast workforce trends which enables the company to customize its HR strategies for business objectives success. The company uses predictive analytics to maintain market trend leadership while maintaining strategic HR activities that support business objectives (Kapoor & Kabra, 2014).

Deloitte uses advanced technologies to stay ahead in the market and improve customer satisfaction which creates a distinct competitive advantage.

Slide 6: Case Examples – Tech-Enabled HRM at Deloitte

The presentation features crucial instances where Deloitte executed successful technology applications within its human resource management systems.

Deloitte integrated AI technology into resume assessment functions which enhanced candidate qualification quality and produced better diversity results during hiring. The technological addition allowed Deloitte to boost recruitment efficiency and fairness according to Gupta et al. (2018).

Deloitte implemented quick cloud-based HR systems to enable remote work after the COVID-19 pandemic started. The organization maintained uninterrupted HR operations thanks to their cloud-based systems which operated smoothly during major disruptions (Deloitte, 2020).

The company devotes specific financial resources to establish gamified learning tools and virtual simulation platforms. The platforms deliver essential employee skill development which leads to better engagement and learning achievements throughout the entire organization (Kaupa, 2022).

Performance dashboards enabled employees to link their work objectives with strategic KPIs through a system that boosted both personal and company performance (Bratton et al., 2022).

Better employee retention emerges from technology integration because employees develop stronger workplace connections and work satisfaction through these human resource initiatives.

Slide 7: Recommendations – Leveraging Technology and AI

The final slide presents essential recommendations for Deloitte to optimize their HRM processes using technology and AI systems.

1. Increase Predictive Analytics Usage

Deloitte needs to expand its application of predictive analytics platforms to discover potential high-performing employees who will become future leaders. By implementing this approach

Deloitte can develop better talent pools and enhance its leadership replacement strategies (Gerhart & Feng, 2021).

2. Enhance Virtual Collaboration Systems

The worldwide growth of Deloitte demands better virtual collaboration systems to succeed. The company needs to optimize its systems for hybrid teams who work across various worldwide offices to enable smooth communication and collaboration (Beardwell & Claydon, 2017).

3. Improve Data Governance for AI Tools

The data governance practices at Deloitte require further development to better support its AI tools implementation efforts. GDPR compliance needs to be maintained during AI system integration to prevent data privacy problems and build employee trust (Deloitte, 2022).

4. Gamify Learning Modules

New learning systems should include game elements for improving student engagement in training and retaining their interest. Research has demonstrated that gamified systems create productivity enhancement through better employee engagement which leads to improved understanding and longer-term knowledge storage (Kaupa, 2022).

Deloitte can strengthen its position as an HR technology leader and enhance workforce management through these recommended strategies.

Slide 8: Preparing for the Future of HRM

The slide presents strategic proposals to equip Deloitte's Human Resource Management for future needs which will maintain the company's position as an industry leader in technological development.

1. Implement Blockchain Technology for Employee Records

The HR teams at Deloitte should examine blockchain technology for secure employee record management that offers transparency throughout the process. The implementation of this technology will create more secure data management and improved efficiency for HR procedures (Kapoor & Kabra, 2014).

2. Develop a Flexible Organization

The organization needs a structure that enables employees to discover and implement AI-based HRM innovations. The rapid adaptation to new innovations will become possible for Deloitte through their ability to use cutting-edge technologies (Huff & Schüssler, 2020).

3. Form Alliances with Technology Companies

Deloitte needs to establish strategic partnerships with major technology firms to stay ahead in the market. The company needs constant access to new technological developments because they enable industry leadership through trend awareness (Armstrong & Taylor, 2023).

4. Provide HR Professionals with Analytics Training

The delivery of extensive analytics training in interpretation alongside management skills should be provided to all HR professionals. Deloitte will become more effective at decision-making through enhanced data-driven capabilities of HR which leads to better HR performance (Kaupa, 2022).

5. Regular Review of HR Systems

Regular assessments of Deloitte's HR systems should happen to monitor their evolution with workforce expectations alongside technological developments. The proactive method will assist in meeting current workforce requirements as well as technological developments.

Slide 9: Conclusion

The strategic goals of Deloitte UK heavily depend on their implementation of AI and technology in their human resource management practices. Innovation at Deloitte generates agile systems which enable sustainable development as well as long-term business success.

AI implementation together with other technologies enables Deloitte to stay at the forefront of the professional services market through strategic alignment and talent development and competitive advantages. Through its active adoption of predictive analytics and AI, Deloitte stands ahead of standard industry practices and establishes itself as a leader in HRM innovation.

Moving forward, Deloitte must continue to invest in HR technology to sustain its competitive position, particularly by leveraging technology to support workforce growth and by utilizing its skilled personnel to maximize the benefits of these innovations (Deloitte, 2022; Armstrong & Taylor, 2023).

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