

e-Business = e-HR

Roger Guy Baguley
March





e-HR

e-HR

e-HR

e-HR

Prepare now for:

e-HR

e-HR Revolution

What's the evidence?

- e-Business, e-Commerce and e-Economy initiatives
- ...and now m-Business
- Web technology has become the predominant method for delivering HR related services
- 75% of companies use 'intranet'
- Intranet has become the primary vehicle for HR service delivery
- 70% of companies post jobs on internet

e-HR tools

- e-HR is an enterprise-wide strategy that uses scalable, flexible, scannable and integrated technology to link mission critical processes directly to the business and strategic goals of the function and the organization
- e-HR are using the internet, intranet and other HR technology tools to manage the recruiting and selection process...as well as resume storage



e-HR Recruiting

- Out performs conventional recruiting methods
- 'Virtual job fairs' - access global market
- Search firms practicing e-Recruiting
- Companies post jobs on their web sites
- On-line submissions
- On-line first line screening and testing
- Many .com search firms now:
Brainhunter.com, e-Recruit.com,
TalentPool.com, TrueNorth.com, etc.



e-HR Selection

- Cost savings of time and the quality of the selection by using scanning equipment
- Able to date and store resumes in data base and sort when required in future



e-HR Interviewing

- Employers are using pre-screening interviewing internet employment application forms
- Employers have potential employees answer a series of questions and are required to complete on-line testing



The job search and the e-World

- e-HR also means having several kinds electronic resumes ready to use as required
- Many companies only want electronic resumes/attachments or while others want you to apply on-line on their web page only
- e-skills will help you conduct a more effective job search strategy



Getting ready for e-HR

- Identify those 21st century job skills that are required and start e-learning them
- Learn to cope with the ever-changing technology demands that engulf the e-HR movement
- Catch the 'virtual team' wave without wiping out...keep up to date on e-world trends in your industry!



Are you ready for e-HR?

Thank you for your attention!

Roger Guy Baguley

