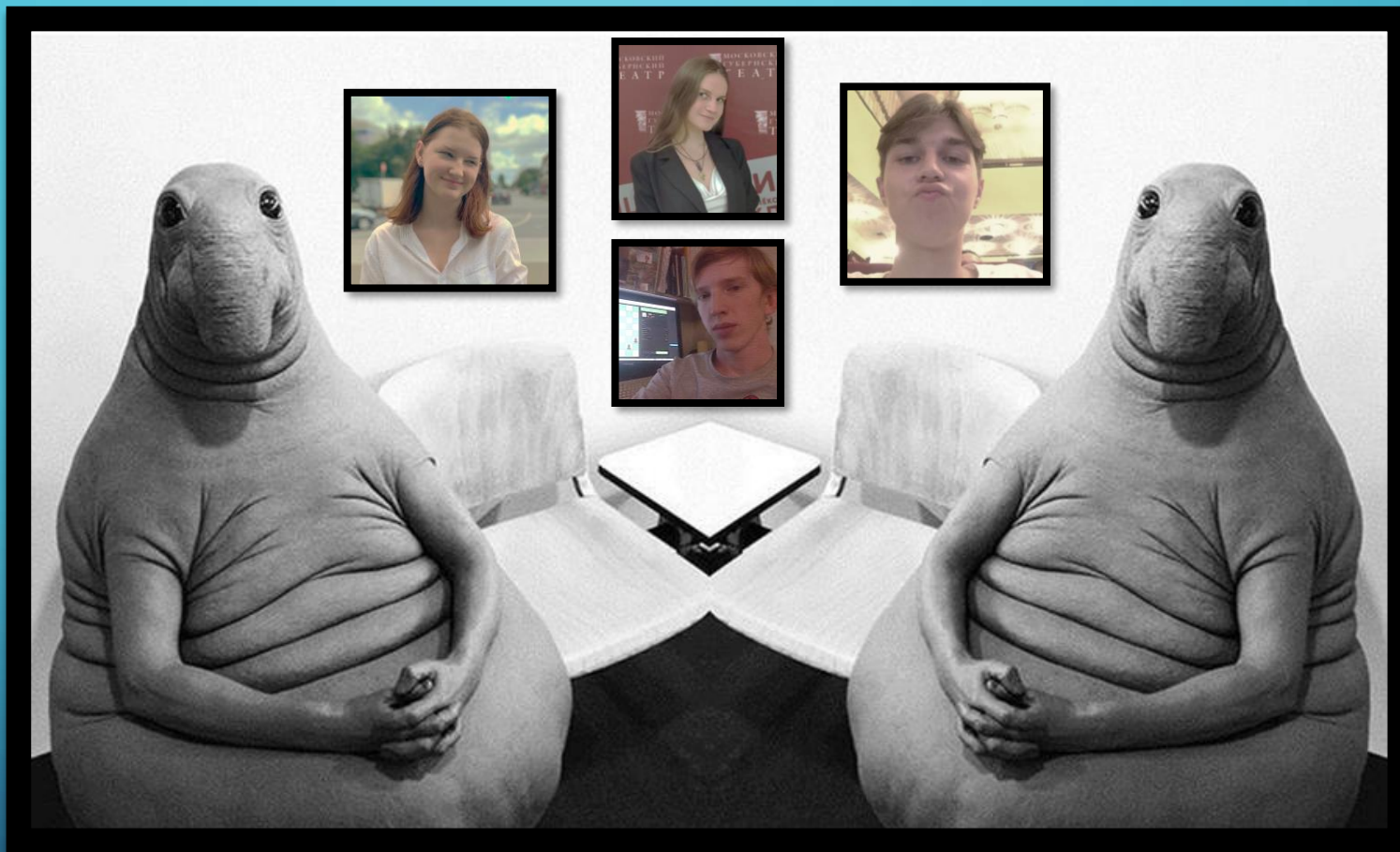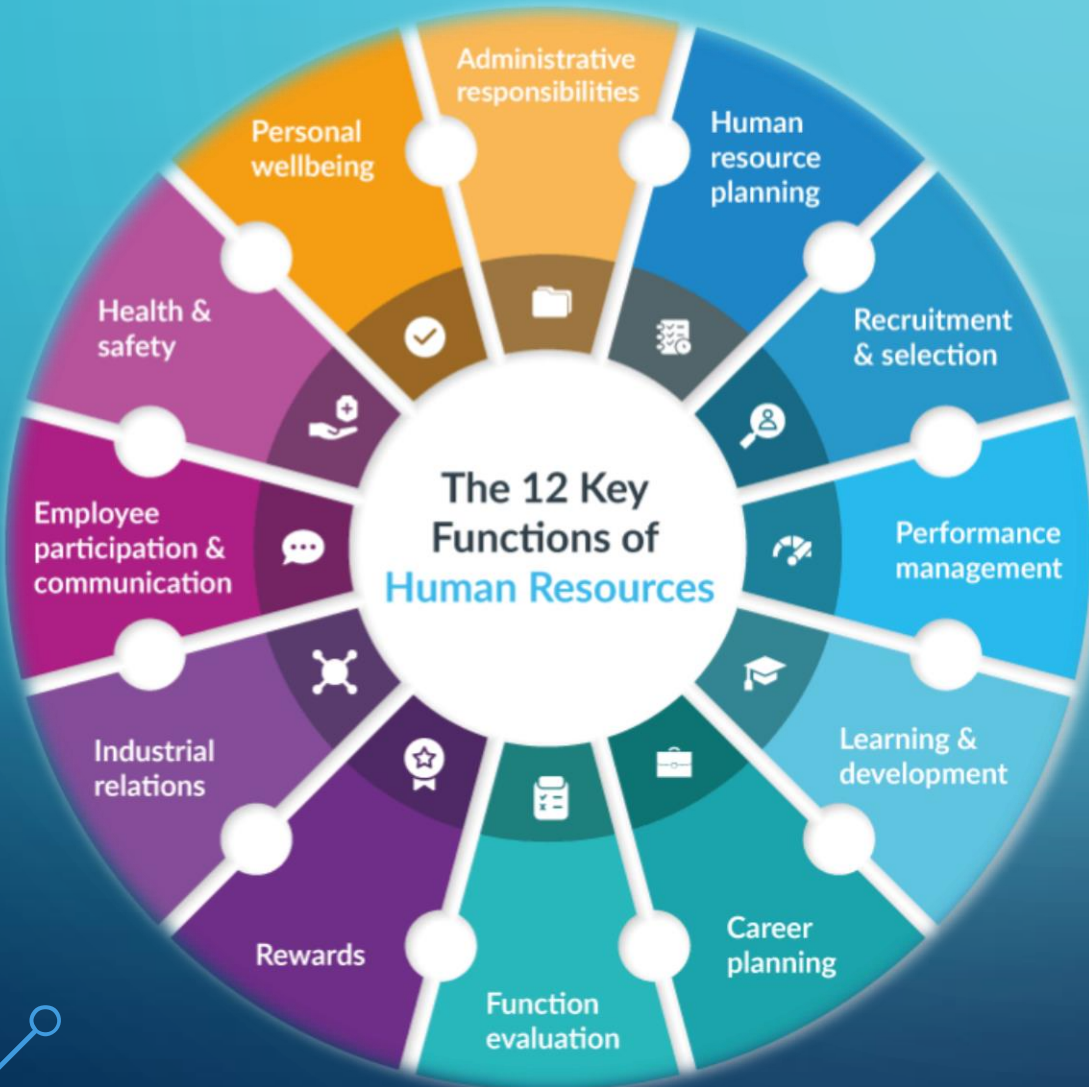# IT'S DIFFICULT



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# MAIN FUNCTIONS OF HR DEPARTMENT



HR has many important functions in the organization. These include recruitment, performance management, learning and development, and many more.

# TECHNOLOGIES FOR IMPROVING THE HR PROCESS

- ## Chatbots for automating employee recruitment

The prospective employee leaves his resume, which is filled out by himself through the chatbot interface.

Next, the chatbot sets the interview time. You can also provide certain filters that will not allow you to carry out a DDoS attack on the bot.

- ## SuccessFactors (SAP SuccessFactors)

An automation of all major personnel management processes, including employee administration, payroll management and legal reporting.

- ## Built for Teams

A vacation management software that uses shared calendars to track attendance, requests for time off, sick leave, and other paid and unpaid vacations.

- ## Bamboo HR

A platform created for data entry and tracking, as well as for information necessary for the work of HR groups, payroll, management and accounting.

- ## Fuse Workforce Management Platform

Combining time and attendance management, personnel management and payroll in one software solution. It is a powerful offline tool that will give you an accurate view of your workforce, as well as improve decision-making, planning and efficiency throughout the organization.

# TECHNOLOGIES FOR AUTOMATION OF HR PROCESS

- <u>1 Stage</u>

Analysis of the success of the company in the market, demand, manufactured products.

- <u>2 Stage</u>

The possibility of employee requests for internships, as well as comparing existing internships with requests and offering them to employees.

- <u>3 Stage</u>

Analysis of the effectiveness and skills of the employee with the assumption of further development on the career ladder.

- <u>4 Stage</u>

A automated information about the necessary topics, as well as the ability to file complaints about uncomfortable conditions.

- <u>5 Stage</u>

An ability to automatically apply for help from the organization if support is needed.

# THE FINAL SYSTEM

- The final system analyzes the information coming from outside and, based on the embedded programs, issues an appropriate response or redirects the information to higher-ups.

- The system also analyzes the situation on the market.

# PLUSES AND MINUSES OF THE IT SYSTEM

## DISADVANTAGES:

- Complexity of implementation,
- System maintenance,
- Absence of human flair based on experience.

## ADVANTAGES:

- Price,
- Absence of human factor,
- Convenience,
- System automation,
- Acceleration of internal processes in the company.

## CONCLUSIONS:

Although the IT system has more advantages than disadvantages, a full transition to it is not profitable. It is better to combine IT technologies and an HR department of people, then we will get the most profitable allocation of resources with the greatest efficiency.