

Digital Shakeout in Human Capital Management

Discover **3** new trends of Human Capital Management that will transform your HR organisation.

1 New tools for workforce performance

Only 8%

of the organisations believe they have an effective workforce management system.

Improving workforce performance is challenging with traditional performance appraisals

A time-consuming process of assessing performance

Historical and not up-to-date

One-way communication for giving and requesting feedback

Inrequent feedback with inadequate data



The new wave of performance management systems encourages

Consistent feedback

Powerful analytics to measure and improve performance

Ability to assess various dimensions of performance

2 More effective methods for recruitment

Candidates who are satisfied with their candidate experience are

38%

more likely to accept the job offer.

The Digital Era helps companies to welcome a new talent acquisition model

Social recruitment

Measure the effectiveness of recruitment efforts

Sourcing and shortlisting the best talent

Systematic onboarding

3

Reinvention of workforce training

87%

of millennials state that corporate training and development is highly valuable.

Organisations that invest in employee training earn **24%** higher profit.

Effective and targeted workforce training will

Increase employee motivation

Reduce employee turnover

Better engage employees at work

Leverage Digital Technology to create a new learning experience at your workplace

Identifying employees' training needs

Systematically schedule and manage training programmes across the organization

Encourage employee visibility about upcoming training sessions with a training calendar

Accurate training analytics to measure the training outcomes

Stay connected with us to discover the digital disruption of Human Capital Management

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