



# SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



## WORKPLACE MODERNISATION AND ADVANCEMENT Unit 1–The Role of block chain in HR processes



Presented by

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# Guess the Topic!!!



The Role of block  
chain in HR  
processes





# Recap

- Data driven decision making in HR
- AI and Machine Learning transforming HR operations
- Harnessing HR technology for strategic advantage





# Discussion about....

Reason to study The Role of block chain in HR processes

- The Role of block chain in HR processes
- Benefits of Blockchain` ``
- Blockchain in Supply Chain Management
- How Blockchain will impact the HR function
- How Does Blockchain work





# Reason to study The Role of block chain in HR processes

## 5 promising uses for blockchain in HR

Blockchain's distributed ledger technology lets multiple parties share trusted data and execute transactions securely without a middleman, which makes it ideal for common HR processes.



### Payroll

Easier identity verification and direct mobile payment facilitate cross-border payments to vendors, contractors and "unbanked" gig economy workers.



### Recruitment

Tokenized candidate identities and virtual credentials such as transcripts and resumes reduce paperwork and speed background checks.



### Employee data

Records can't easily be altered, which adds a layer of security that could minimize internal fraud and external hacks.



### Contract management

Smart contracts could help enforce employment agreements and automate benefits administration.

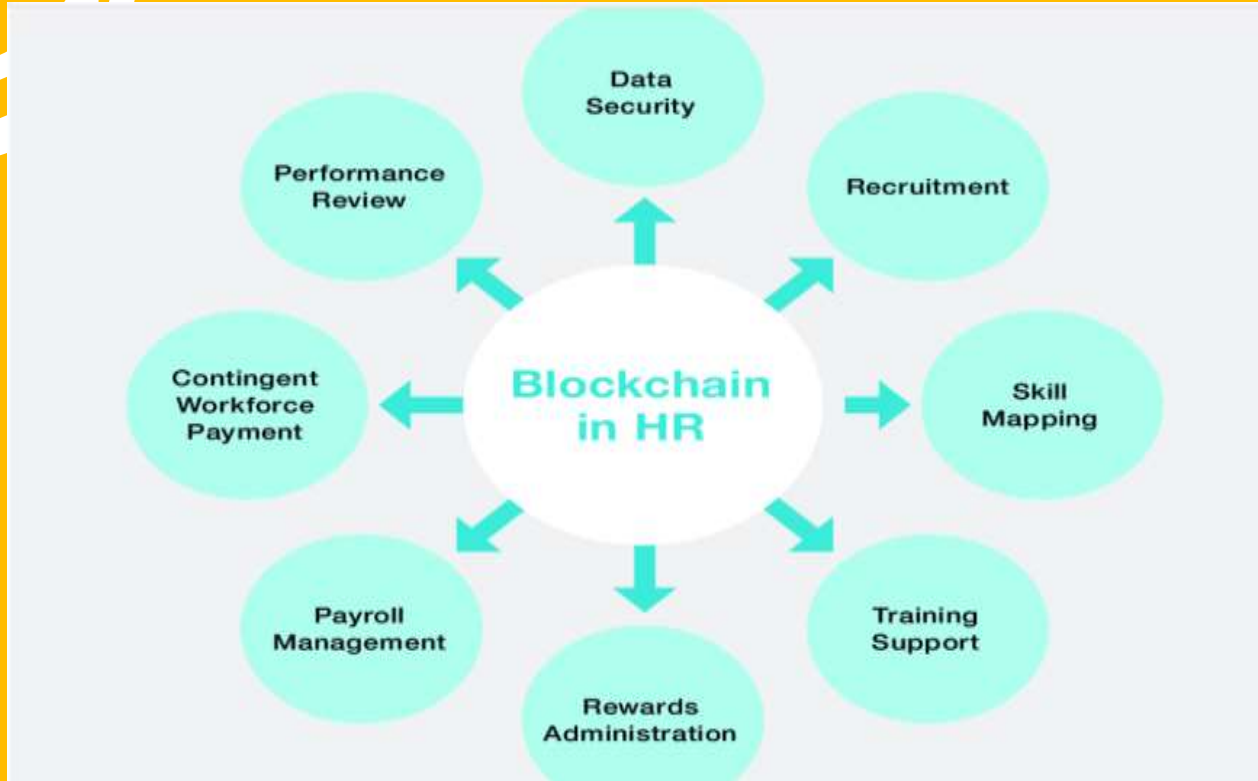


### Personal blockchains

Employees could carry blockchains that document their professional identities to each new employer.



# The Role of block chain in HR processes






# Benefits of Blockchain




## How can Human Resources Benefit From Blockchain?




**Recruitment Process**

Blockchain can help verify candidate identities, qualifications, and experience right at the initial stages of the recruitment process.




**Compliance & Auditing**

As data stored within the blockchain is accurate, validated and immutable, it makes audit checks for compliance easier and faster to complete.



**Attendance**

Companies could use blockchains for storing employee data to track attendance and other expenses related to their wages.



**Employee Lifecycle**

Blockchain can considerably reduce the time taken by various processes in the employee lifecycle. This is because it holds all validated information.

@davidwja
 @davidwjaofficial
 @davidwja
 @davidwja
 dwjeth



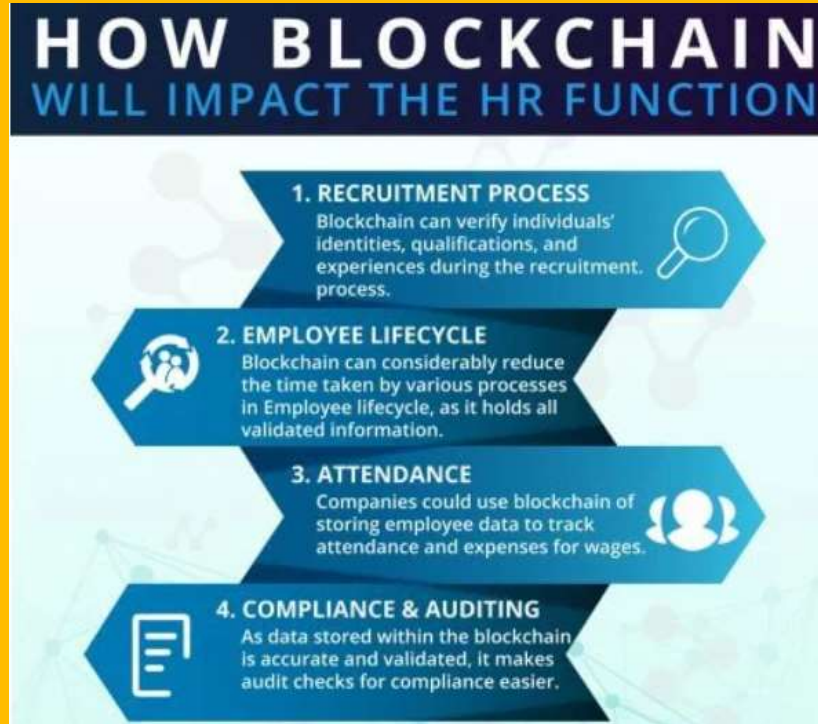
# Blockchain in Supply Chain Management







# How Blockchain will impact the HR function





## HOW DOES BLOCKCHAIN WORK?



Two parties want to exchange a unit of value. This could be digital currency or information, such as a CV.



This request is broadcast to a decentralised database that forms a public ledger of all transactions. The request is known as a block.



Collectively, the network validates the block, ensuring changes haven't been made and that the transaction can be processed.



The verified block is added to a 'chain' of previously approved blocks - which becomes the blockchain. Verified blocks are time-stamped, authenticating them.



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Now approved, the information, or payment, is delivered to the relevant party.



# Knowledge Check

Which HR function do you think would benefit the most from implementing blockchain technology?

- X Employee verification and background checks
- X Payroll management
- X Recruitment
- X Performance management
- X **Employee verification and background checks**



# Summary

- Reason to study The Role of block chain in HR processes
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  - Benefits of Blockchain` ``
  - Blockchain in Supply Chain Management
  - How Blockchain will impact the HR function
  - How Does Blockchain work





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# Thanks!

