



SNS COLLEGE OF TECHNOLOGY

Coimbatore - 35



23BAE715 – Workplace Modernization and Advancement

Unit V - Future Trends and Challenges in HR



Presented by
Dr.S.Senthil Kumar
Design Thinker

Redesigning Common Mind & Business Towards Excellence

		
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Build an Entrepreneurial Mindset Through Our Design Thinking FrameWork



Guess The Topic

Innovations in Performance Appraisal System

Recap

Cultural Intelligence (CQ) in Global HR Management



Innovations in Performance Appraisal Systems

In today's rapidly evolving business landscape, traditional performance appraisal systems are undergoing a revolutionary transformation. As organizations strive to adapt to the demands of a global, digital workforce, innovative approaches to evaluating and developing employee performance have emerged. These new methods aim to foster continuous growth, enhance employee engagement, and align individual contributions with organizational goals more effectively than ever before.

This presentation explores the cutting-edge innovations reshaping performance appraisal systems, offering HR professionals and managers insights into the tools and strategies that are defining the future of talent management in global organizations.



Continuous Performance Management

Regular Check-ins

Implement frequent, informal conversations between managers and employees to discuss progress, challenges, and goals.

Real-time Feedback

Utilize digital platforms that allow instant feedback from peers, managers, and subordinates on specific tasks or projects.

Goal Tracking

Employ software that enables continuous tracking and adjustment of individual and team objectives aligned with company goals.

Performance Analysis

Use AI-driven analytics to identify trends, predict future performance, and suggest personalized development opportunities.

360-Degree Feedback Evolution

Multi-Source Input:

Gather feedback from a wide range of stakeholders, including peers, subordinates, managers, and even clients or customers, to provide a comprehensive view of an employee's performance.

AI-Powered Analysis:

Utilize artificial intelligence to analyze feedback data, identify patterns, and generate actionable insights for both employees and managers.

Customized Reports:

Generate personalized reports that highlight strengths, areas for improvement, and specific recommendations for professional development based on the aggregated feedback.

Continuous Improvement:

Implement a system for ongoing 360-degree feedback collection and analysis, allowing for real-time performance adjustments and growth tracking.



Assessing Cultural Intelligence in HR Practices

Alignment



Agility



Transparency



Measurement



Gamification in Performance Management

Achievement Badges



Leaderboards



Quests and Challenges



Integrating CQ into HR Processes



1

Predictive Analytics

Leverage machine learning algorithms to forecast future performance trends based on historical data and current performance indicators.

2

Natural Language Processing

Utilize NLP to analyze qualitative feedback from various sources, extracting sentiment and key themes to provide nuanced insights into employee performance and engagement levels.

3

Performance Management

Include CQ-related competencies in performance evaluations and goal-setting processes.

Remote and Hybrid Performance Management

1 Virtual Check-ins

Implement regular video-based one-on-ones and team meetings to maintain personal connection.

2

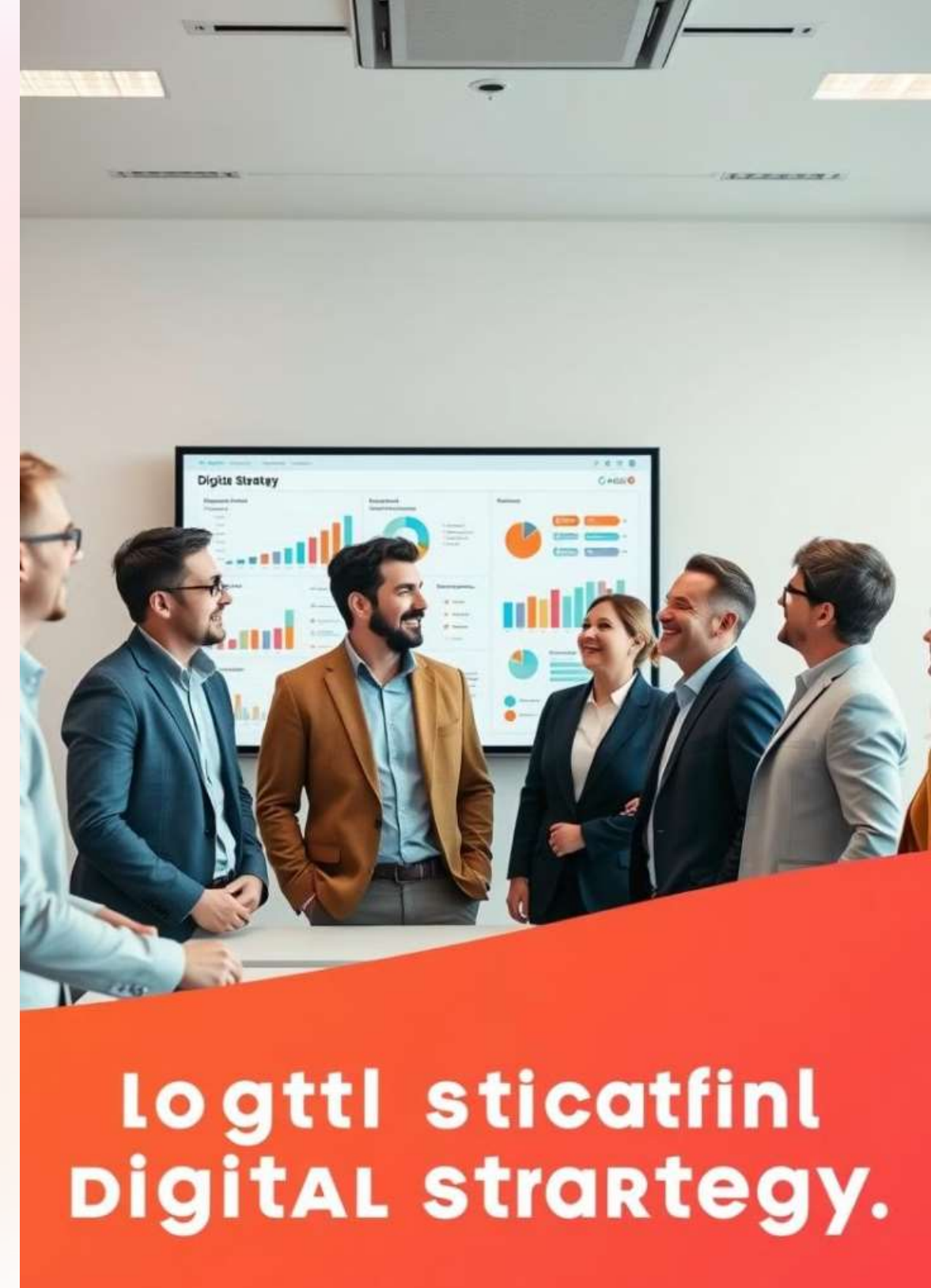
Digital Collaboration Tracking

Utilize tools that measure and analyze digital collaboration patterns

3

Outcome-Based Evaluation

Shift focus from time-based metrics to outcome-based performance indicators.



Overcoming Challenges in CQ Implementation

Global Mindset

Cultivate a global mindset within the HR team by encouraging curiosity about different cultures and promoting a multicultural perspective in decision-making processes.

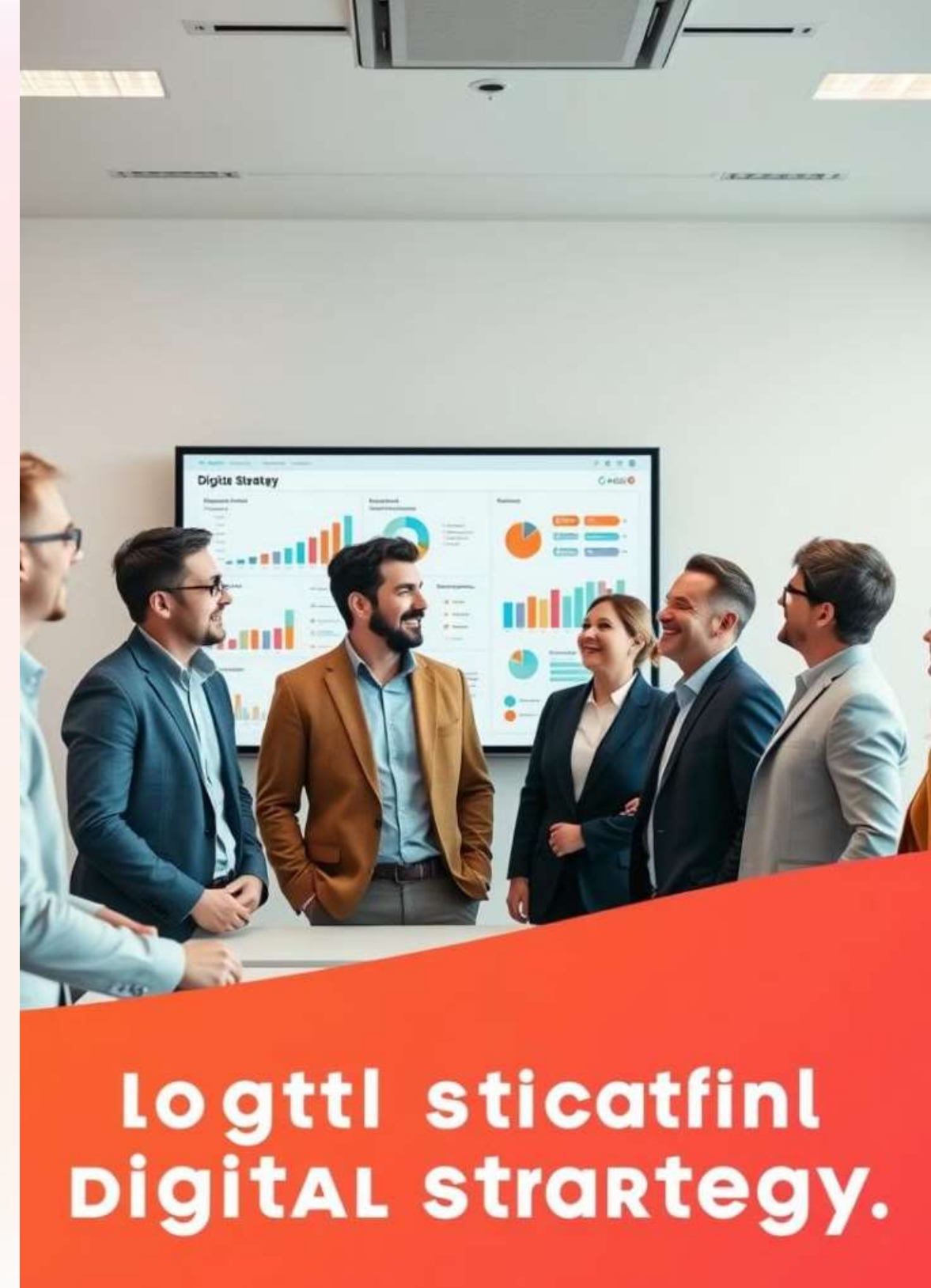
Cultural Bridges

Establish a network of cultural liaisons or ambassadors who can provide insights and support for cross-cultural interactions and help bridge cultural gaps within the organization.



Reference

https://explore.keka.com/performance-management-software-india?hsa_acc=2719990364&hsa_cam=520973700&hsa_grp=1315018285565570&hsa_ad=&hsa_src=o&hsa_tgt=kwd-82189730886243:loc-90&hsa_kw=performance%20appraisal%20system&hsa_mt=p&hsa_net=adwords&hsa_ver=3&msclkid=e8de6d8291cd1f916f9f0a9656729e9c&utm_source=bing&utm_medium=cpc&utm_campaign=Bingsearch_PMS_India&utm_term=performance%20appraisal%20system&utm_content=PMS



Thank you

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