



# Digitalization of HR



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Head of Asia

Talent & Learning Solutions, LinkedIn

# The talent landscape is changing fast



Transparency has driven  
more competition

Skills needed are  
changing radically

Employee engagement  
is critical for retention

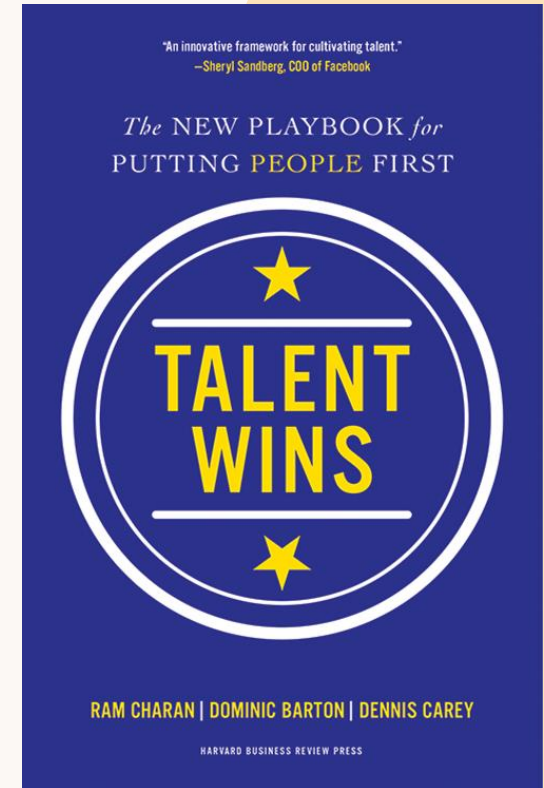
“ Virtually every CEO is asking a daunting set of questions

Are my company's talent practices still relevant?

How can we recruit, utilize, and develop people to deliver greater value?

How can I be sure that I have the right HR—to drive the changes we need to make?

- Ram Charan, Talent Wins



# Transformation of HR

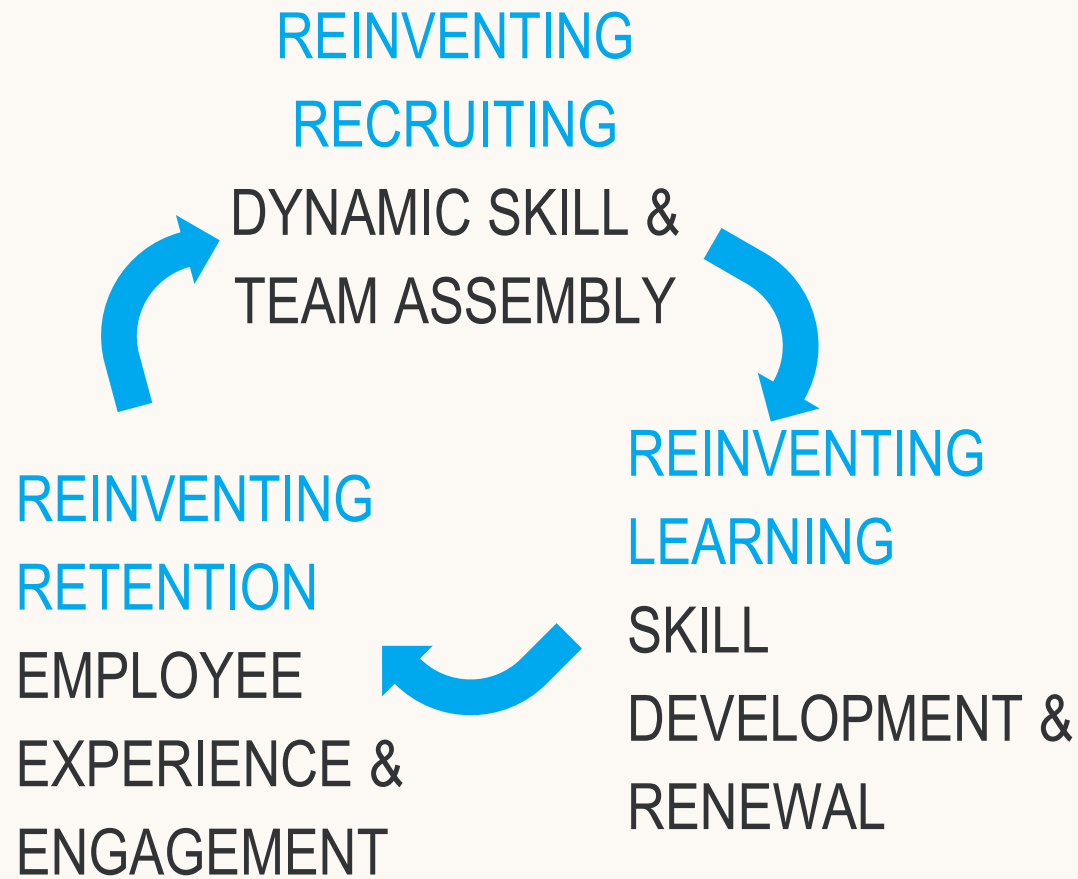
From

Talent  
Management

*To*

*People  
Success*

# Companies are rethinking their talent ecosystem



"In traditional HR, it's really been around how do you operationalize things. **In the emerging world of HR it's really about skills assembly**, which is how quickly can you assemble the skills to act on an opportunity and create advantage."

-LinkedIn Talent teammate

88%

of companies believe they need to redesign their organization to succeed in a digital age."

-Deloitte Human Capital Trends, 2017




# Digitalization of HR





# Gain insights on the skills needed



 TALENT INSIGHTS

SHOWING DATA FOR

Skill (Required) +

Job Title Clear


INCLUDE at least one of the following

Robotics Engineer +

Exclude

Location +

Industry +

 Talent pool Report  
5,104 professionals on LinkedIn

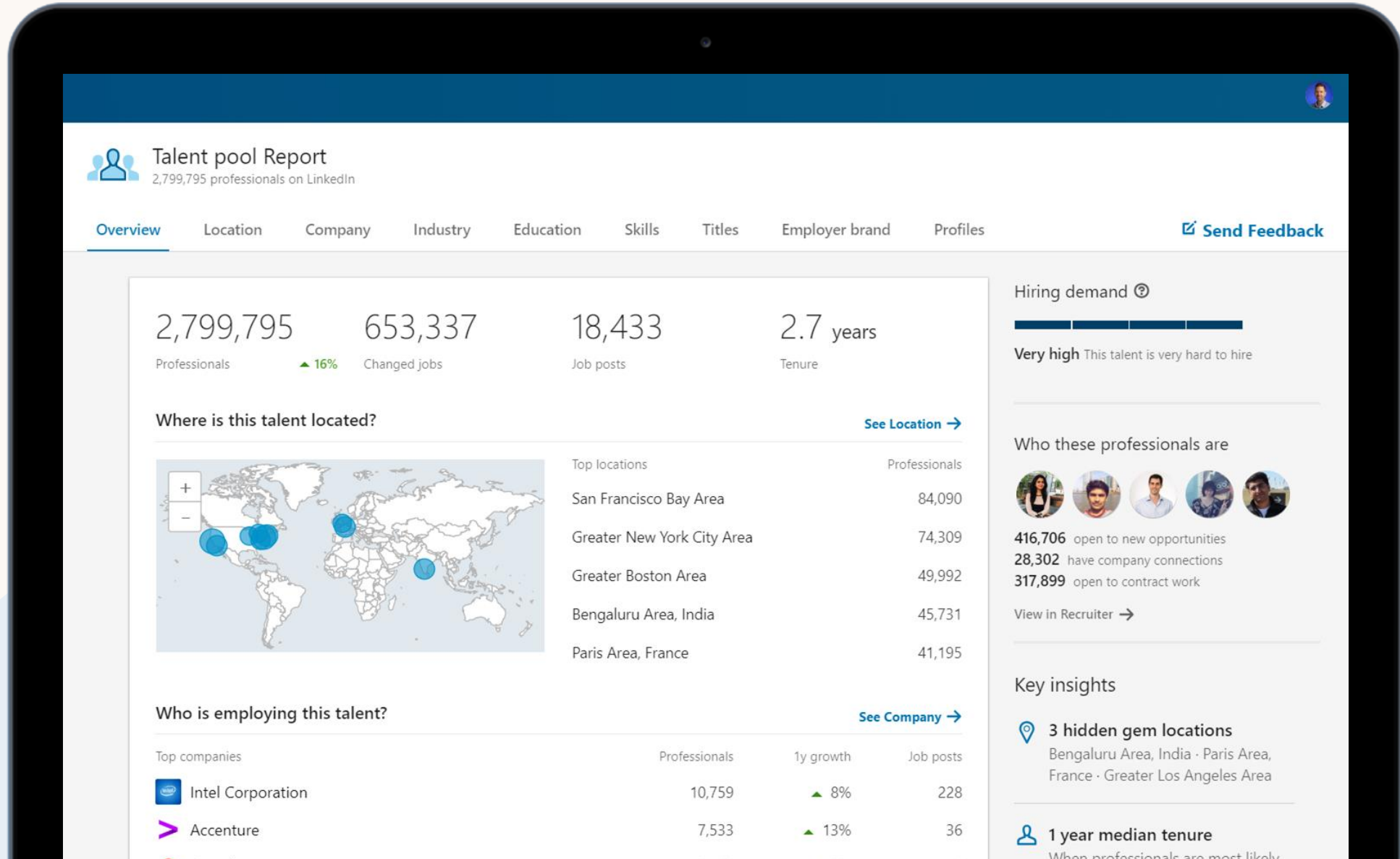
OverviewLocationCompanyIndustryEducationSkillsTitlesEmployer brandProfiles

What are the most common skills among this talent? ?

Skills (100) ↕	Professionals	% of total ↕
Robotics	1,590	54%
Matlab	1,120	38%
C++	1,085	37%
Engineering	1,069	36%
C	844	28%
Automation	789	27%
SolidWorks	719	24%
Programming	663	22%



# Analyse skills needed by different dimensions





# Build strong Employer Brand



Jaz Wong • 1st

To connect the world's professional to make them more productive and succes...

2mo • 🌐 Anyone

Talent is our No.1 operating priority

LinkedIn HK Staff Celebration to wrap up the year and lead us on to FY20! [#talent](#)  
[#celebration](#)



👍 🌟 ❤️ 151 • 5 Comments

# Find people that are likely to respond



The screenshot displays the LinkedIn Recruiter interface. At the top, there's a navigation bar with 'RECRUITER' and tabs for 'PROJECTS', 'CLIPBOARD', 'JOBS', 'REPORTS', and 'MORE'. A search bar prompts 'Start a new search'. Below this, a summary row shows: 70,197 total candidates, 17,665 are more likely to respond (highlighted), 13,184 open to new opportunities, and 26 past applicants. The left sidebar contains filters for Job titles, Locations (Greater New York City Area selected), Skills (Matlab selected), and Companies. The main area shows two candidate profiles: Emery Davis and Tatum Brock, both Project Engineers, with their work history and education details.

Showing results for

Custom filters

Job titles  
+ Job titles or boolean  
+ Engineer, + Research Assistant,

Locations  
Greater New York City Area +  
+ San Francisco Bay Area (87,612),  
Include: Current only

Skills  
Matlab +  
+ Simulations (5,419), + LaTeX (8,056),

Companies  
+ Companies or boolean  
+ Google, + Apple, + Amazon, + IBM,

Year of Graduation  
+ Add graduation year range

70,197	17,665	13,184	26
total candidates	are more likely to respond	open to new opportunities	past applicants

17,665 candidates [View search insights](#) 1 - 25

**Emery Davis** <sup>3rd</sup>  
Project Engineer at PSEG  
Greater New York City Area • Utilities

[Save to project](#)

Current Project Engineer at PSEG 2013 – Present

Past Drexel University at College of Engineering 2011 – 2013  
Electric Engineering Intern at Atlantic City Electric 2012 – 2012  
[More](#)

Education Drexel University 2011 – 2013  
New York University - Polytechnic School of Engineering 2006 – 2010  
[More](#)

[Open to new opportunities](#)

**Tatum Brock** <sup>3rd</sup>  
Biomedical Research in Genomics, Cancer, Hearing and Vision, Super-R...  
Greater New York City Area • Research

[Save to project](#)

Past Postdoctoral Research Fellow at Stony Brook University 2011 – 2013  
Postdoctoral Research Fellow at Columbia University Medical Center 2009 – 2010  
[More](#)



<sup>1</sup>Develop

# Action-Oriented Employee Survey



[DASHBOARD](#)

[ACTION PLANS](#)

[MY PULSES](#)

[REPORTS](#)



## July 2019 Employee Voice Survey Pulse Results

### Response Rate

82%

65 of 79 responded

### Comments

82

[View all Comments](#)

### eSat Favorability 92%



vs May

### Questions

15

3

Scores  
Increased

3

Scores  
Decreased

6

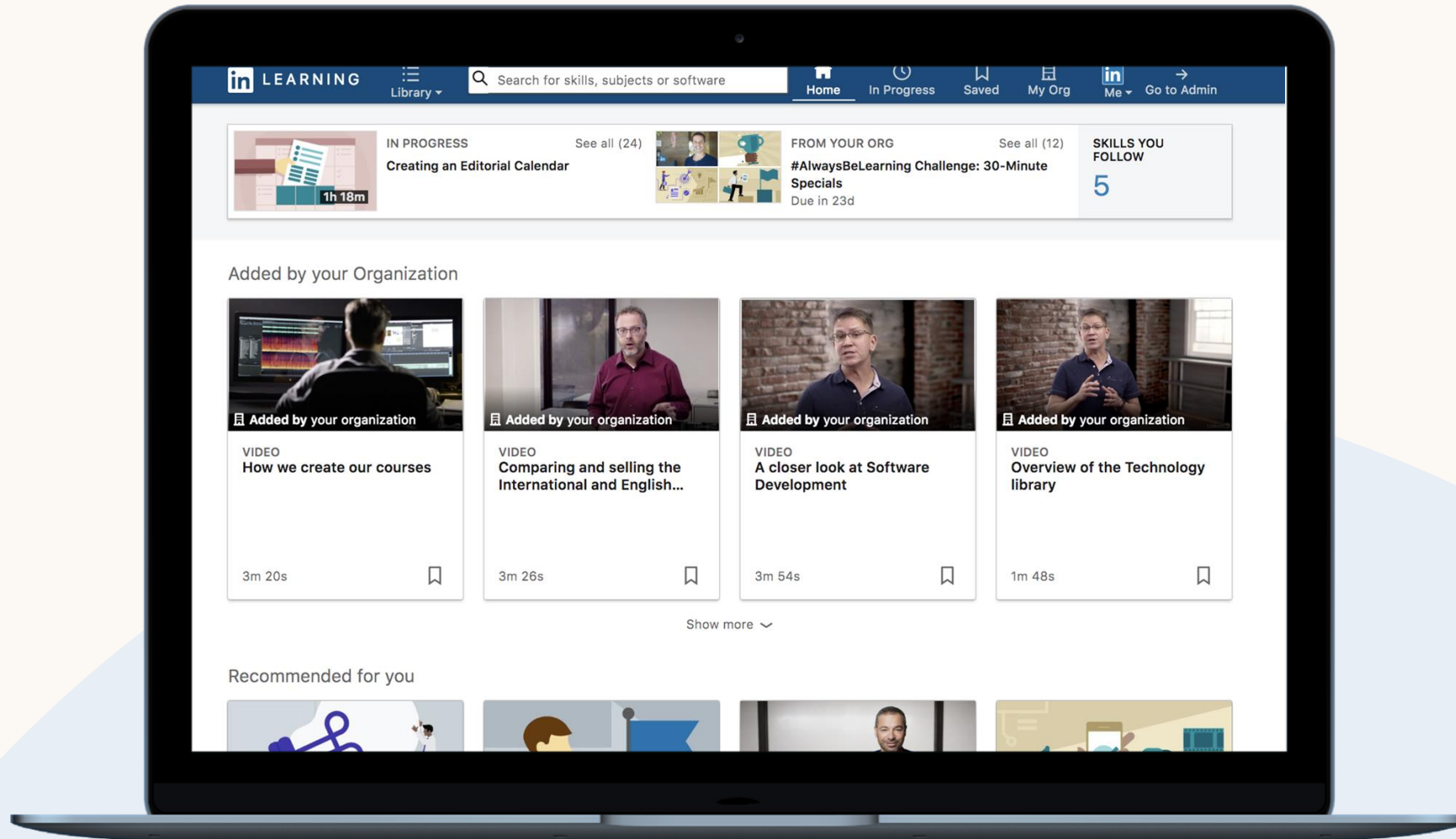
Scores  
Above  
Company

4

Scores  
Below  
Company



# Enable Learning Anywhere, Anytime

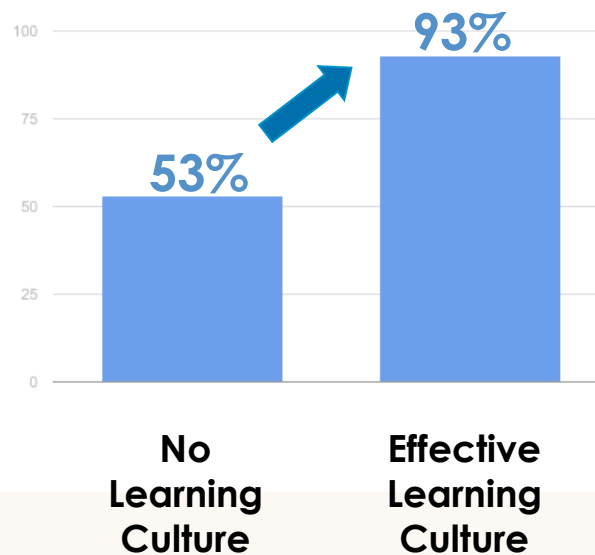




# Build Culture of Learning



## Employee Engagement



## Engaged Employees are:

**30%** more likely to exceed expectations

*Performance*

**73%** more likely to be committed to the organization

*Retention*

**38%** more likely not to be afraid to try new things

*Creativity*

