

The background of the slide is a dark, blue-toned image. It shows a person's hand in a suit, interacting with a futuristic digital interface. The interface features various icons: a globe, a person icon, gears, a bar chart, a cloud, a pie chart, and a world map. There is also a list of business-related terms: Innovation, Branding, Solution, Marketing, Analysis, Ideas, Success, and Management. The overall aesthetic is high-tech and professional.

Driving HR Automation

Relating HR Models, HR Tech & the Impact of Digitalization

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TOMORROW IS NOW



Why was the HR Industry Manpower Plan developed

Globalisation and automation, combined with the rise of digital workplaces and mobile workforces, are changing the way businesses function and compete. Our people also need to adapt and acquire new skills to grow in their careers.

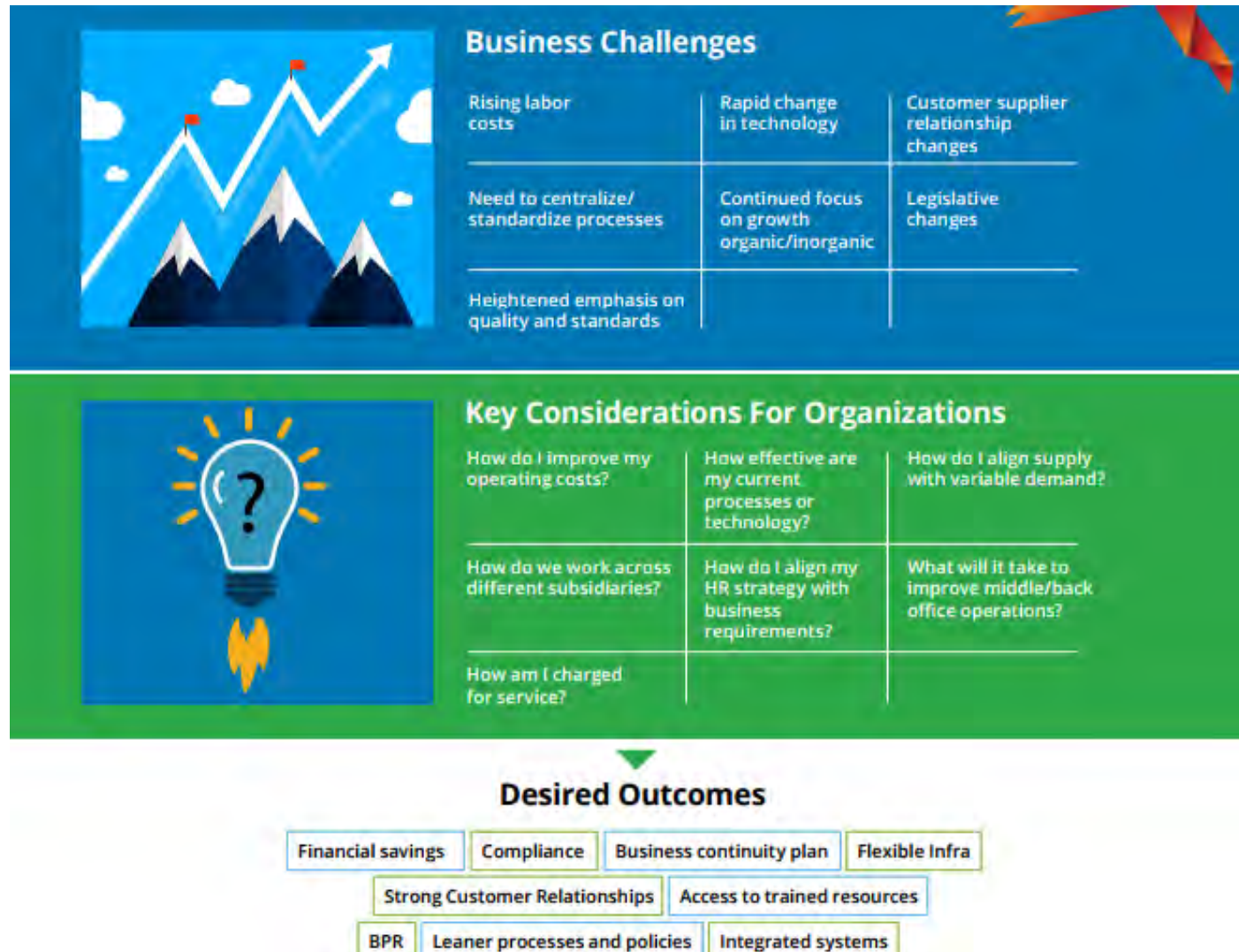
In this new phase of economic development, there is urgency to uplift our HR industry.

A strong HR industry, comprising HR professionals and the HR services sector, is a key enabler in unlocking the full potential of our people and businesses. It also underpins the efforts of the 23 Industry Transformation Maps (ITMs) to promote growth and competitiveness in key sectors and create good jobs for Singaporeans.

<http://www.mom.gov.sg/employment-practices/hr-industry-manpower-plan>

<http://www.mom.gov.sg/~media/mom/documents/employment-practices/hr/hr-industry-manpower-plan.pdf?la=en>

THE CHALLENGES AND CONSIDERATION – WHAT HAS CHANGED?

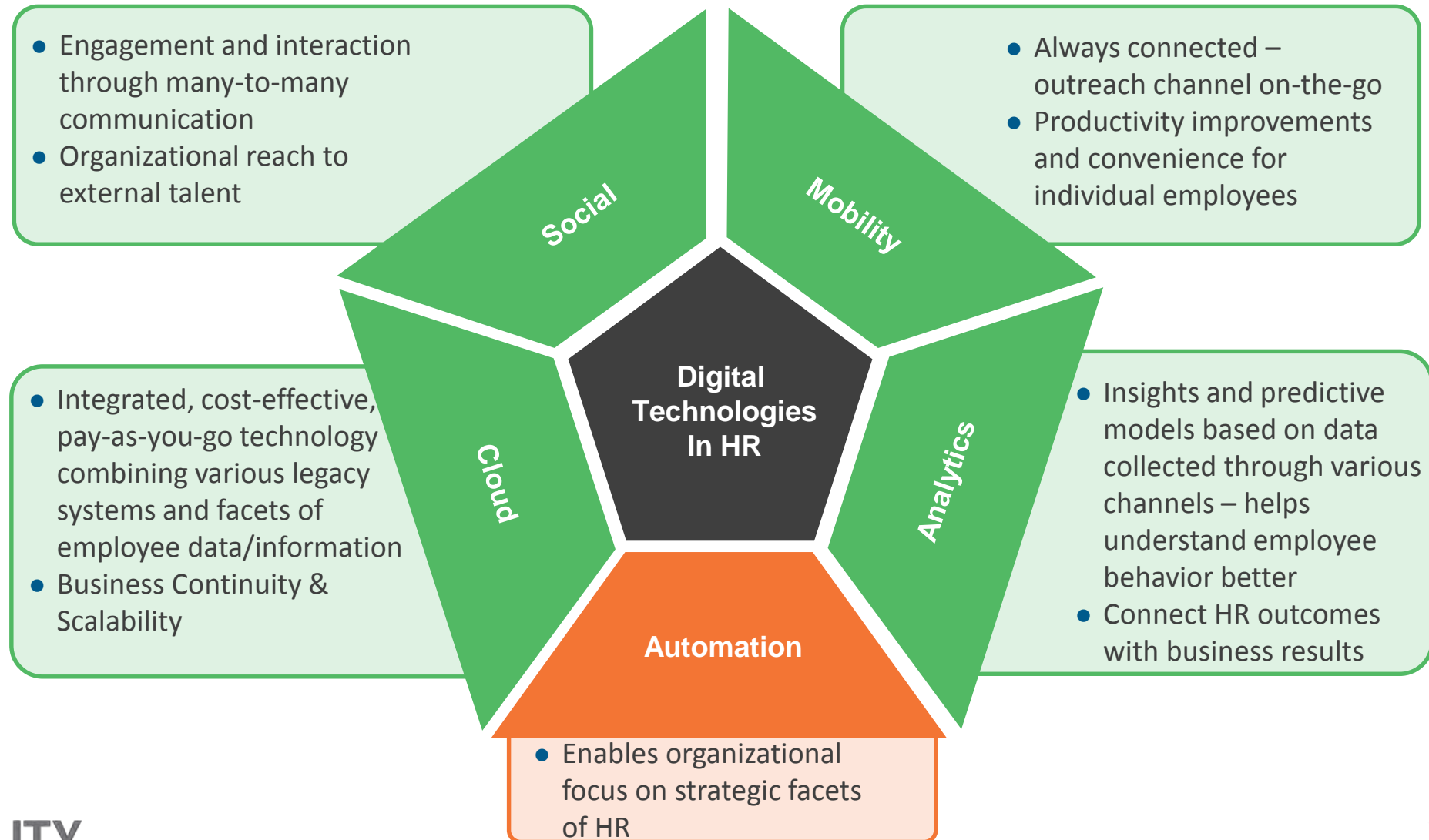


BASELINING HR MODELS



Josh Bersin's HR Maturity Models

DIGITAL TECH – PROVIDING INSIGHTS TO BUSINESS/ HR



AUTOMATION POTENTIAL IN APAC IS BETWEEN 44-56%

Where machines could replace humans — and where they can't (yet)

McKinsey analyzed the impact of automation across 54 countries covering 78% of the global labor market to assess the percentage of time spent on activities with the technical potential for automation by adapting currently demonstrated technology. Use this dashboard to explore the potential for automation in your sector and country of interest.



Focus
Employees

Region
Asia & Pacific

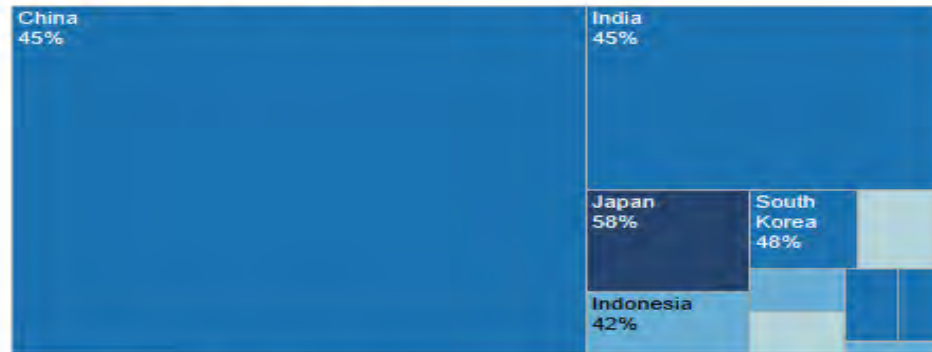
Selections apply to entire dashboard...

Automatability % Weighted
30% 60%

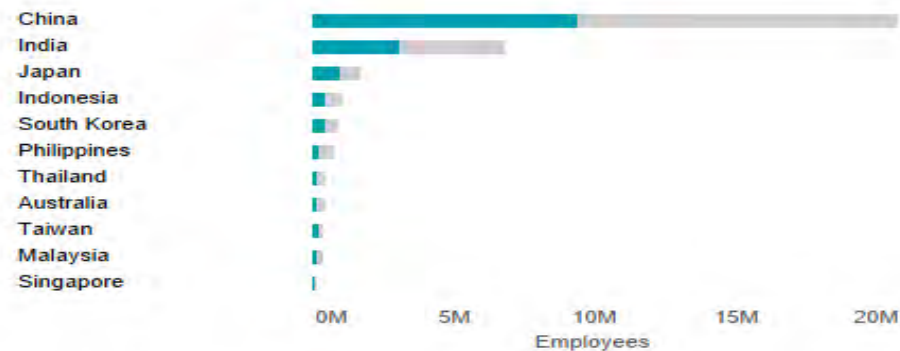
Chart type option
Treemap

Automatable
Total

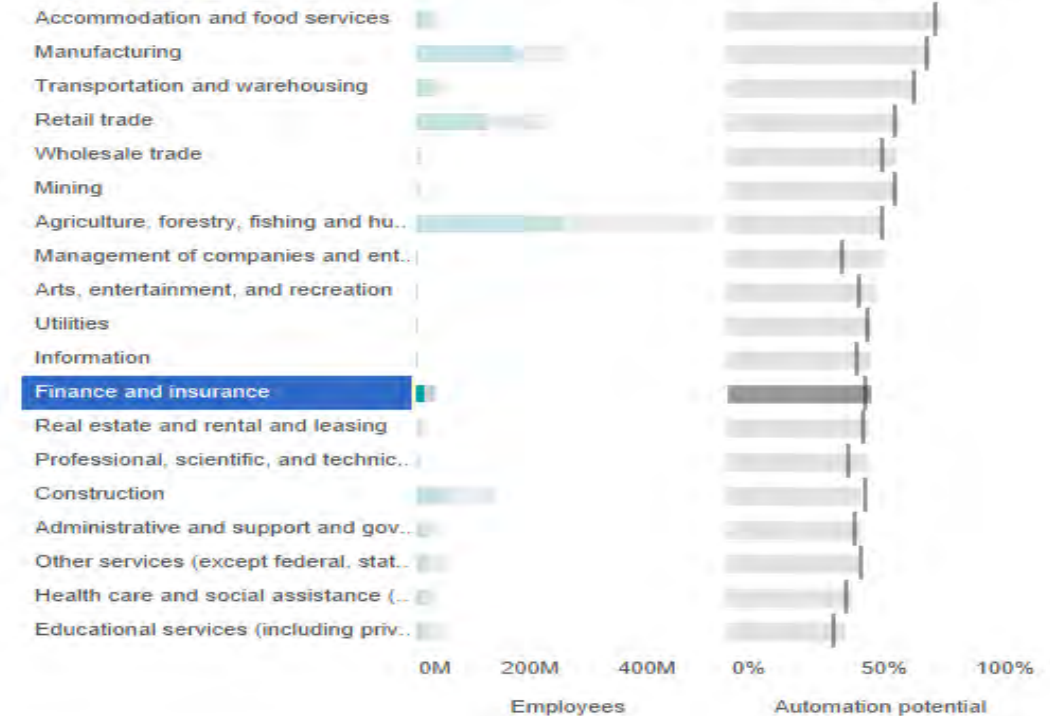
Worldwide potential for automation: Employees
Sector(s): **Finance and insurance**



Worldwide potential for automation: Employees
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Variation in potential for automation by sector: Employees
Region: **Asia & Pacific**



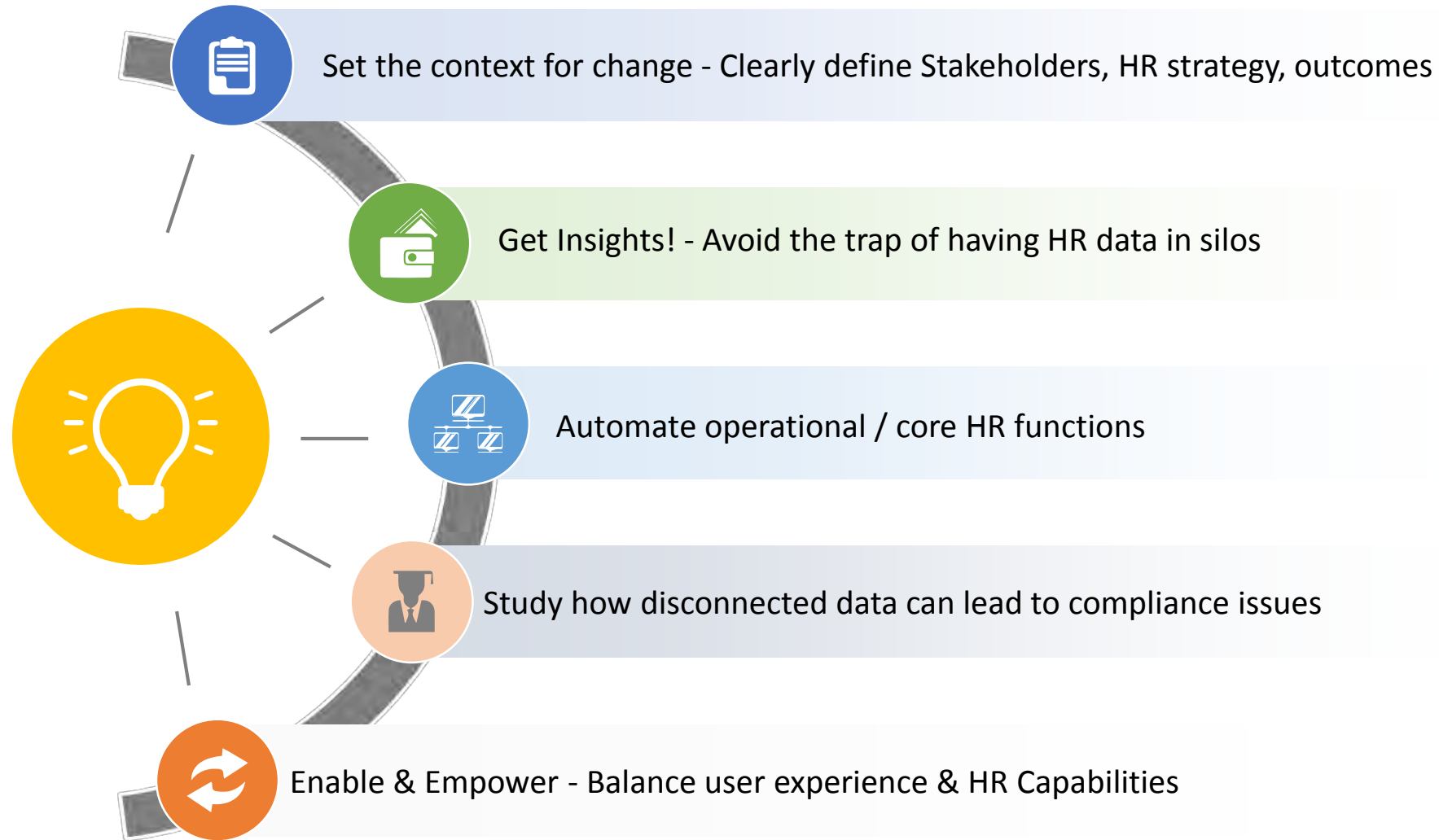
The grey vertical line represents the global average potential for automation.

Wage data were not available for 8 countries: Bermuda, Cote d'Ivoire, Ethiopia, Ghana, Mozambique, Senegal, Taiwan, and Tanzania. Some country's employee data omitted the informal economy; in these cases, adjustments were made based on discussions with industry experts. Source data for some countries do not contain all 19 sectors.

Source: EMSI; Oxford Economic Forecasting; US Bureau of Labor Statistics; McKinsey analysis
For more on this research, see our article : [Harnessing automation for a future that works](#).

- Value Driven HR organization
 - Escalate level of productivity; *cost per hire*
 - Focus on Employee well-being, skills development
 - Culture & Engagement – enterprise feedback mechanisms
- Enable & Empower Employees
 - Flexi work
 - Deeper sense of ownership – *turnover rate*
 - Remote yet Collaborative
- Win the Talent War
 - Video / AI based assessments- *High Retention rates*
 - Learning & Development
 - Repurposing Performance Management

KEY TAKEAWAYS – WEAVING IT TOGETHER



A photograph of two men in dark suits and ties standing in front of a large window. They are facing each other and appear to be in a conversation. The man on the left is smiling and has his hands clasped. The man on the right is gesturing with his hands. The window looks out onto a cityscape with modern buildings.

**THANK
YOU**