

THE HR DIGITAL IMPERATIVE

Andrea Kahudova, FutureLeads



The HR Digital Imperative

In the not-so-distant past, a big part of our work in HR was to administer the needs of hierarchical organizations. We kept track of employees and made sure they followed the needs of the company first.

As technology came into HR, it was initially designed to automate or simplify those things. Instead of asking people to fill out onboarding documents in our offices, for example, they could enter information directly into a database.

These technologies have certainly made the administrative side of our work easier, but they didn't take into account the needs of our employees: how they work, what they need from the organization, and how we could support them better.

Article Highlights

How can technology enable HR?

How can technology enable our people?

HR Jobs are reliant on embracing digital tools

Our HR jobs today are increasingly reliant on embracing digital tools. This might scare some of us: the “human” part our work can feel diametrically opposed to ideas about “technology.”

But, viewed in another way, this is a huge opportunity.

Now, as we enter a new paradigm of powerful digital HR tools, we need to shift our focus and ask: How can technology enable our employees? How can we see digital tools through a people lens?

Our job is to build, use, and implement technologies that are centered on people. Tools that help connect people, help them do their jobs better, increase productivity, and even job enjoyment. This is the digital imperative in HR.

So, let's focus on the critical questions further:

- How can technology help us move HR further?
- How will technology free us up to do more strategic work that only humans can do?
- In what ways should HR technologies help our work?
- In what ways should HR technologies help our people?

Further Resources:

- [FutureLeads](#) – Digital HR



FutureLeads

Stay Ahead of Change