The New HR
in the Age of AI and Automation

IBM

Business Outcomes

Exceptional candidate experience | Time to hire, quality & budget | New hire productivity | Vibrant career | Upskill & reskill | Retention of key talent | Irresistible employee experience

Offerings

Talent Acquisition

- Watson Candidate Assistant — Job recommendations & candidate profile
- Watson Recruitment, Cognitive interviewing — Candidate recommendations
- Proactive Sourcer — Candidate relationship management
- Watson Onboarding Assistant — New hire queries

Skill Development

- Personalized Learning — Curated learning platform
- Cogni-Pay — Recommend Pay
- Watson Career Coach — Career guidance
- Blue Match — Internal Mobility
- ACE Feedback — Constructive feedback

Employee Care

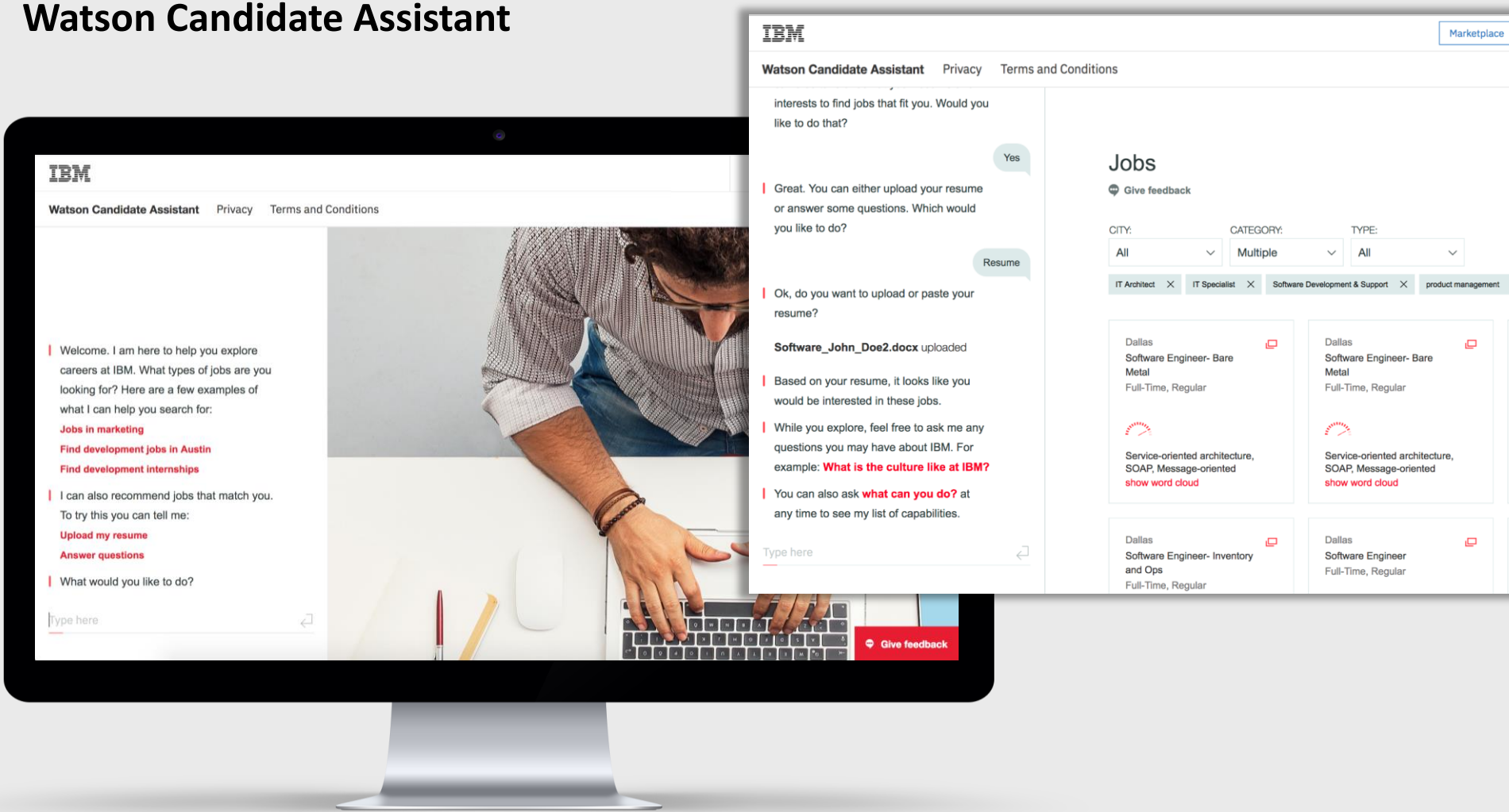
- Employee Chatbots — Real-time answers
- Watson Virtual Agent for HR — Fully augmented HR Service Center
- Employee Sentiment Analysis — Social listening
- Cognitive Talent Alerts — Manager prompts
- Robotic Process Automation — Optimized transactions

Augmented Intelligence Layer

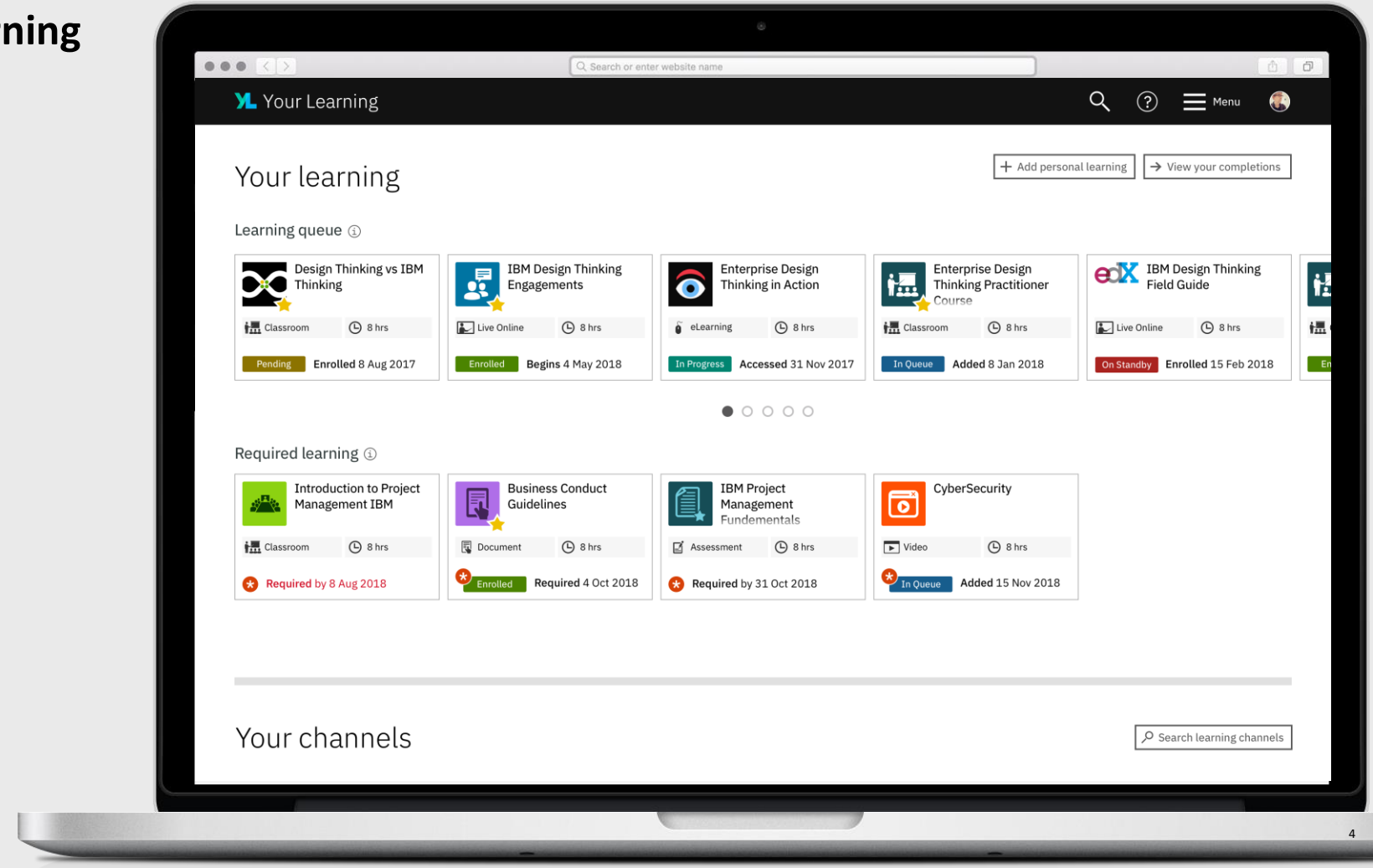
Enterprise HR Systems

Cloud Infrastructure

Watson Candidate Assistant



Your Learning



Co-creation of Performance Management

Design Thinking

Listen → Prototype → Playback → Iterate → Playback → Iterate

Co-creation with 380K IBMers:

Design Thinking Workshop	Invitation to Co-create	Deliberation Forums	Polling Questions	Prototype Experience	Refined Experience	Announce and name program
						

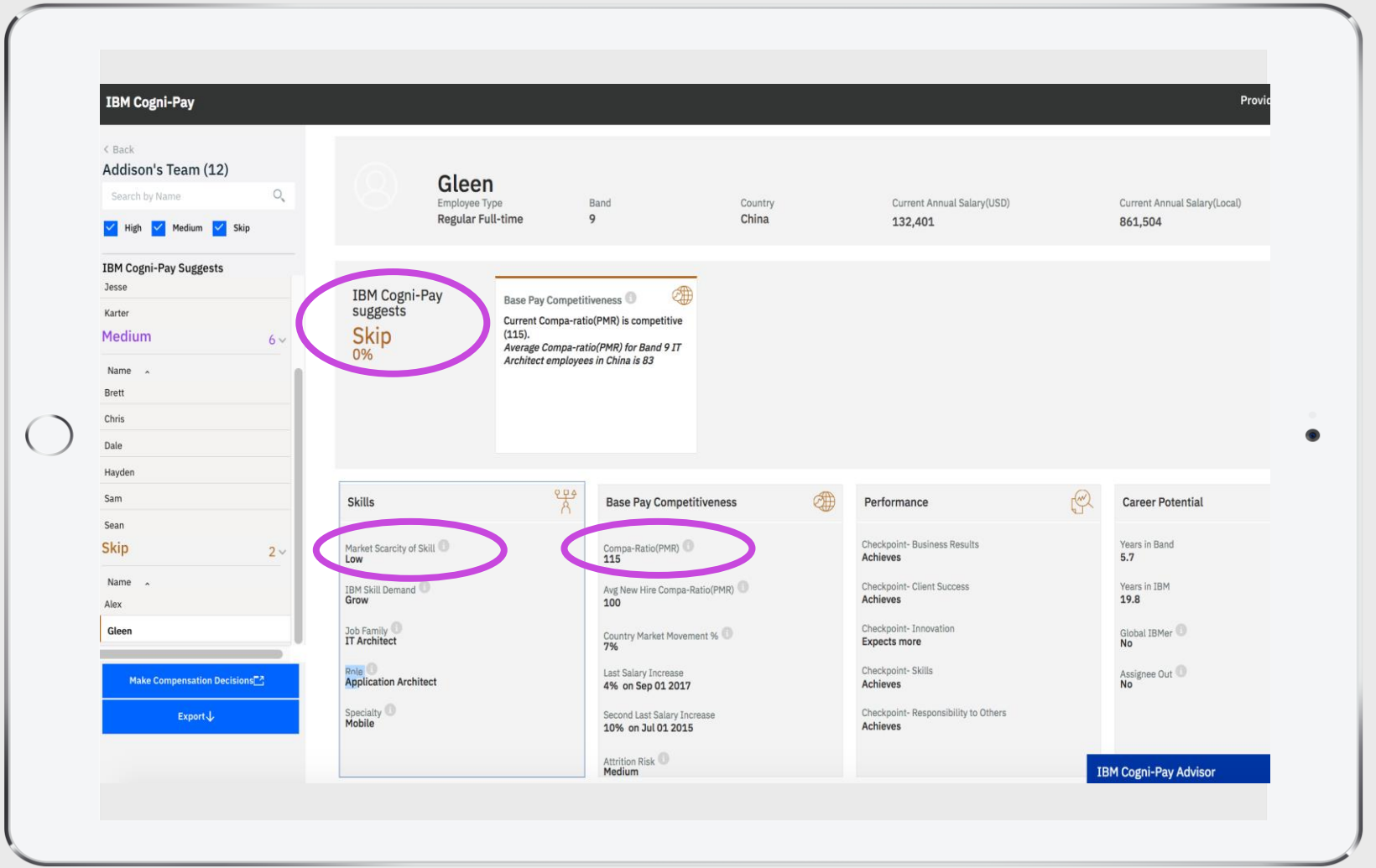
New Performance Management Program

Design Thinking Workshop	Invitation to Co-create	Deliberation Forums	Polling Questions	Prototype Experience	Refined Experience	Announce and name program
50 participants 100 active sponsor users	2,000 comments 75,000 views	5,000 comments 88,000 views	1,400 comments 24,000 responses	19,000 testers 600 name ideas	700 comments 200,000 views	17,000 votes #1 Checkpoint

Timeline

July — August — September — October

CogniPay


IBM Cogni-Pay
Back
Addison's Team (12)
Search by Name
High
Medium
Skip
IBM Cogni-Pay Suggests
Jesse
Karter
Medium 6
Name
Brett
Chris
Dale
Hayden
Sam
Sean
Skip 2
Name
Alex
Gleen
Make Compensation Decisions
Export
Gleen
Employee Type
Regular Full-time
Band
9
Country
China
Current Annual Salary(USD)
132,401
Current Annual Salary(Local)
861,504
IBM Cogni-Pay suggests
Skip
0%
Base Pay Competitiveness
Current Compa-ratio(PMR) is competitive (115).
Average Compa-ratio(PMR) for Band 9 IT Architect employees in China is 83
Skills
Market Scarcity of Skill
Low
IBM Skill Demand
Grow
Job Family
IT Architect
Role
Application Architect
Specialty
Mobile
Base Pay Competitiveness
Compa-Ratio(PMR)
115
Avg New Hire Compa-Ratio(PMR)
100
Country Market Movement %
7%
Last Salary Increase
4% on Sep 01 2017
Second Last Salary Increase
10% on Jul 01 2015
Attrition Risk
Medium
Performance
Checkpoint- Business Results
Achieves
Checkpoint- Client Success
Achieves
Checkpoint- Innovation
Expects more
Checkpoint- Skills
Achieves
Checkpoint- Responsibility to Others
Achieves
Career Potential
Years in Band
5.7
Years in IBM
19.8
Global IBMer
No
Assignee Out
No
IBM Cogni-Pay Advisor

The Computer Girls

BY LOIS MANDEL

A trainee gets $8,000 a year ...a girl "senior systems analyst" gets $20,000—and up! Maybe it's time to investigate....

Ann Richardson, IBM systems engineer, designs a bridge via computer. Above (left) she checks her facts with fellow systems engineer, Marvin V. Fuchs. Right, she feeds facts into the computer. Below, Ann demonstrates on a viewing screen how her facts designed the bridge, and makes changes with a "light pen."

Twenty years ago, a girl could be a secretary, a school teacher . . . maybe a librarian, a social worker or a nurse. If she was really ambitious, she could go into the professions and compete with men . . . usually working harder and longer to earn less per for the same job.

Now here come the big, dazzling computers—and a whole new kind of work for women: programming. Telling the miracle machines what to do and how to do it. Anything from predicting the weather to sending out billing notices from the local department store.

And if it doesn't sound like woman's work—well, it just is.

("I had this idea I'd be standing at a big machine and pressing buttons all day long," says a girl who programs for a Los Angeles bank. I couldn't have been further off the track. I figure out how the computer can solve a problem, and then instruct the machine to do it.")

"It's just like planning a dinner," explains Dr. Grace Hopper, now a staff scientist in systems programming for Univac. (She helped develop the first electronic digital computer, the Eniac, in 1946.) "You have to plan ahead and schedule everything so it's ready when you need it. Programming requires patience and the ability to handle detail. Women are 'naturals' at computer programming."

What she's talking about is spiritually the one most important quality a girl needs to become a programmer. She also needs a keen, logical mind. And if that arouses out the old Billie Burke-Gracie Allen image of femininity, it's about time, because this is the age of the Computer Girls. There are twenty thousand of them in the United (cont. on page 34)

Back-up: Demos

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Mehjabin

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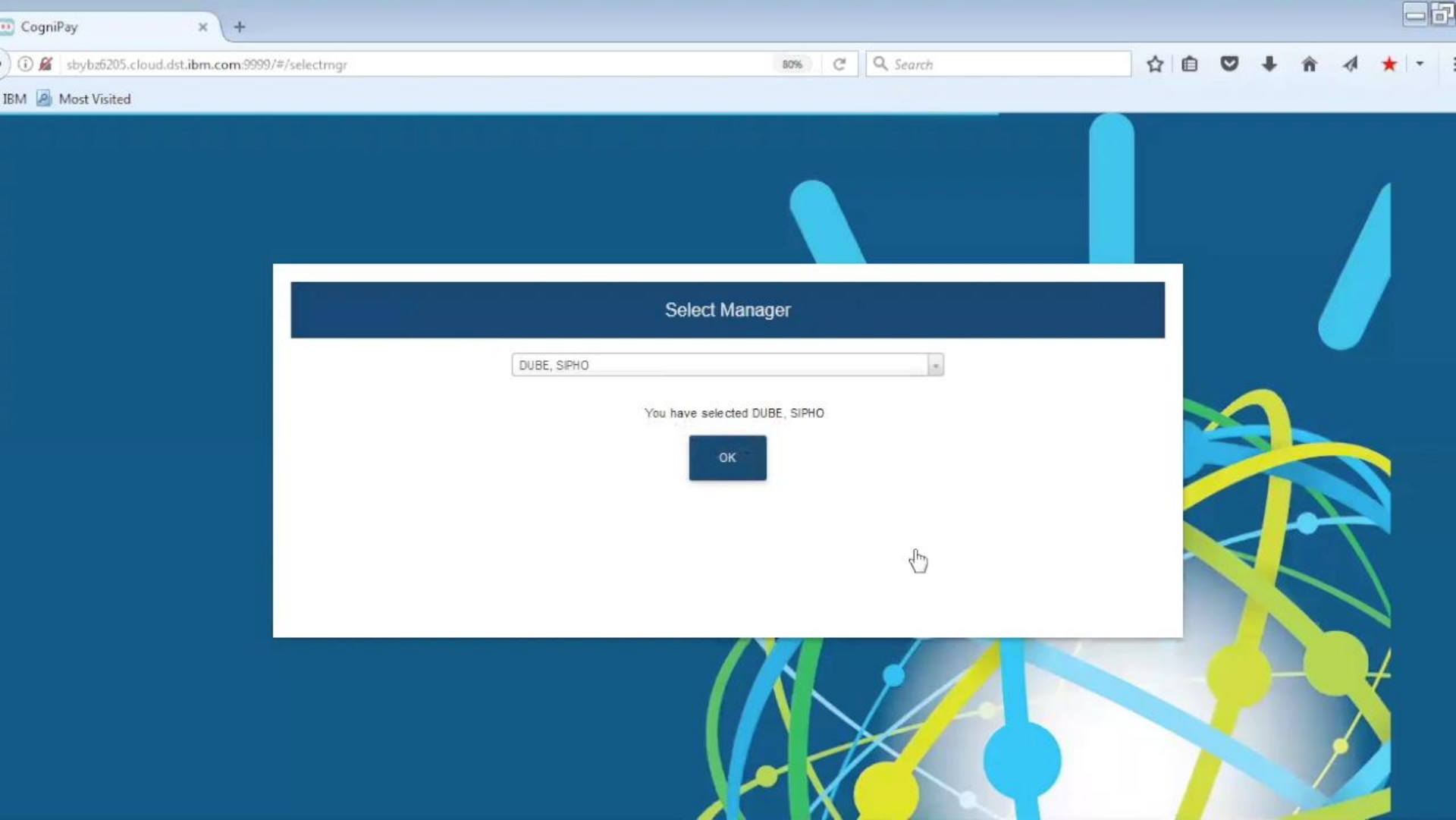
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Search
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OK