

The New HR in the Age of AI and Automation

Business Outcomes

Exceptional
candidate
experience

Time to hire,
quality & budget

New hire
productivity

Vibrant
career

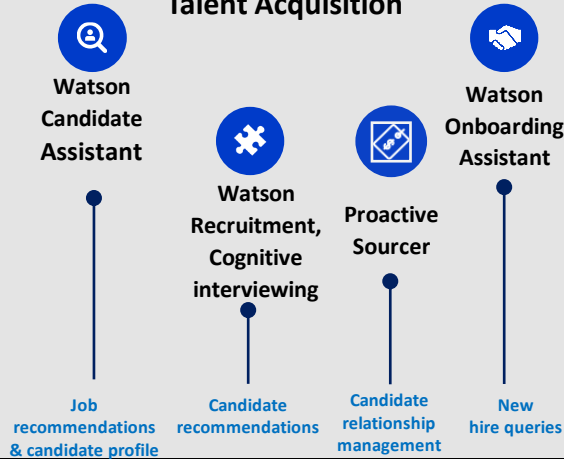
Upskill &
reskill

Retention of
key talent

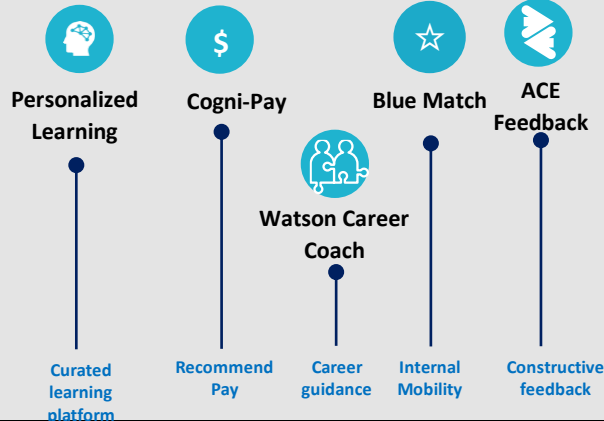
Irresistible
employee
experience

Offerings

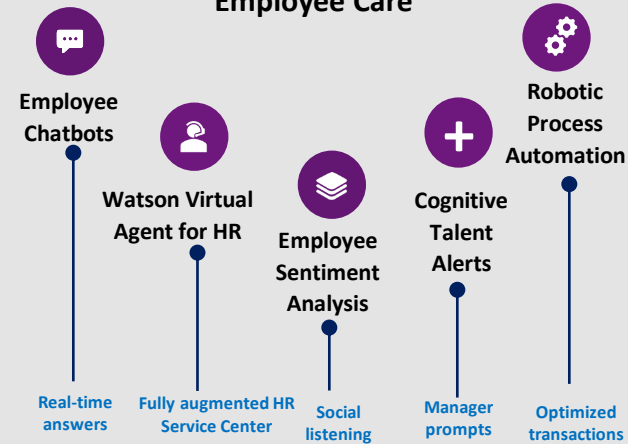
Talent Acquisition



Skill Development



Employee Care

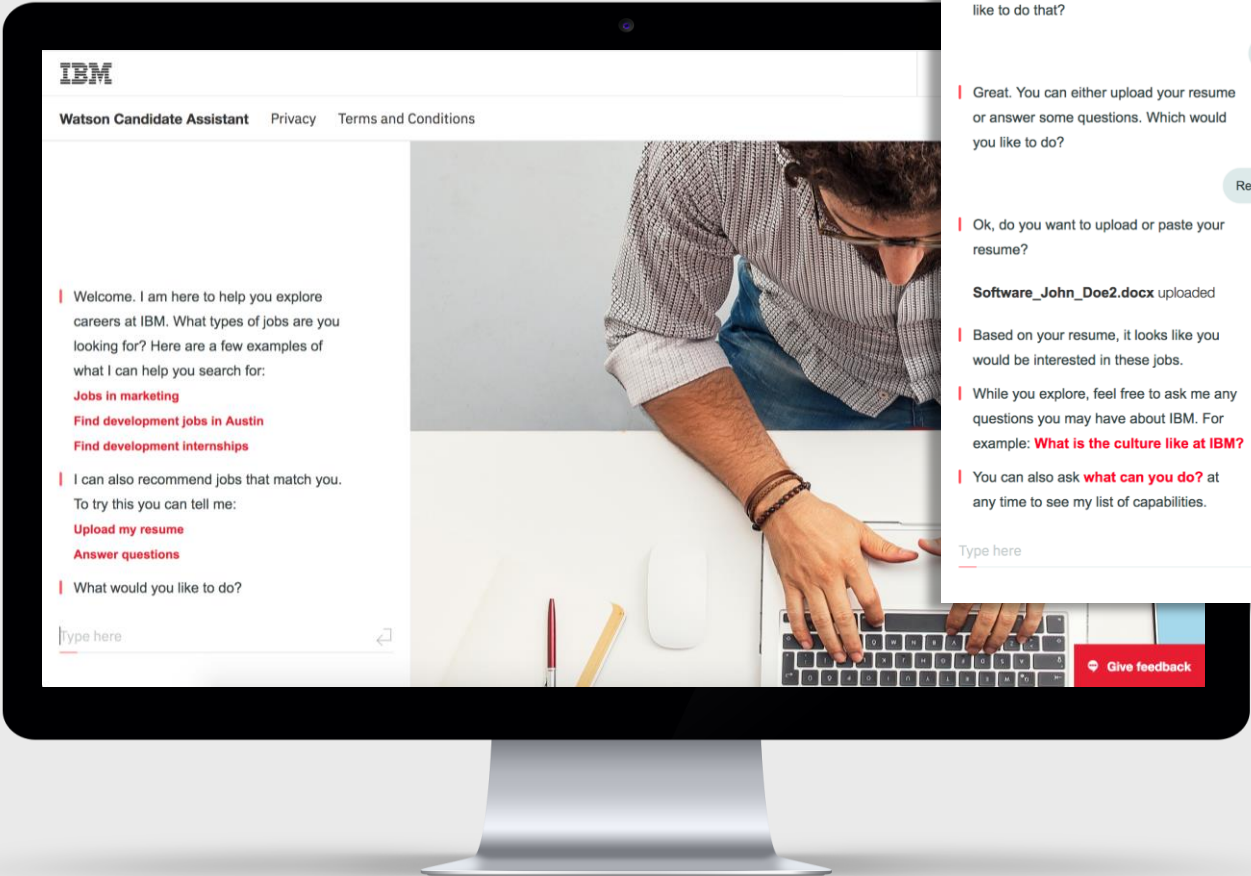


Augmented Intelligence Layer

Enterprise HR Systems

Cloud Infrastructure

Watson Candidate Assistant



IBM

Marketplace

Watson Candidate Assistant Privacy Terms and Conditions

interests to find jobs that fit you. Would you like to do that?

Yes

Great. You can either upload your resume or answer some questions. Which would you like to do?

Resume

Ok, do you want to upload or paste your resume?

Software_John_Doe2.docx uploaded

Based on your resume, it looks like you would be interested in these jobs.

While you explore, feel free to ask me any questions you may have about IBM. For example: **What is the culture like at IBM?**

You can also ask **what can you do?** at any time to see my list of capabilities.

Type here



Give feedback

Jobs

Give feedback

CITY:

CATEGORY:

TYPE:

All

Multiple

All

IT Architect

IT Specialist

Software Development & Support

product management

Dallas
Software Engineer- Bare Metal
Full-Time, Regular



Service-oriented architecture, SOAP, Message-oriented
show word cloud

Dallas
Software Engineer- Bare Metal
Full-Time, Regular



Service-oriented architecture, SOAP, Message-oriented
show word cloud

Dallas
Software Engineer- Inventory and Ops
Full-Time, Regular

Dallas
Software Engineer
Full-Time, Regular

The screenshot shows a web browser window displaying the 'Your Learning' dashboard. The browser's address bar shows a search prompt. The dashboard header includes the 'Your Learning' logo and navigation icons for search, help, menu, and user profile. The main content area is titled 'Your learning' and features two buttons: 'Add personal learning' and 'View your completions'. Below this is the 'Learning queue' section, which contains five course cards. Each card displays a course icon, title, format, duration, and status. The courses are: 'Design Thinking vs IBM Thinking' (Classroom, 8 hrs, Pending), 'IBM Design Thinking Engagements' (Live Online, 8 hrs, Enrolled), 'Enterprise Design Thinking in Action' (eLearning, 8 hrs, In Progress), 'Enterprise Design Thinking Practitioner Course' (Classroom, 8 hrs, In Queue), and 'IBM Design Thinking Field Guide' (Live Online, 8 hrs, On Standby). A progress indicator with five dots is shown below the queue. The 'Required learning' section follows, containing four course cards: 'Introduction to Project Management IBM' (Classroom, 8 hrs, Required by 8 Aug 2018), 'Business Conduct Guidelines' (Document, 8 hrs, Enrolled), 'IBM Project Management Fundamentals' (Assessment, 8 hrs, Required by 31 Oct 2018), and 'CyberSecurity' (Video, 8 hrs, In Queue). The bottom section, 'Your channels', includes a search bar for learning channels.

Search or enter website name

Y Your Learning

Search Help Menu User

Your learning

+ Add personal learning → View your completions

Learning queue

Design Thinking vs IBM Thinking

Classroom 8 hrs

Pending Enrolled 8 Aug 2017

IBM Design Thinking Engagements

Live Online 8 hrs

Enrolled Begins 4 May 2018

Enterprise Design Thinking in Action

eLearning 8 hrs

In Progress Accessed 31 Nov 2017

Enterprise Design Thinking Practitioner Course

Classroom 8 hrs

In Queue Added 8 Jan 2018

IBM Design Thinking Field Guide

Live Online 8 hrs

On Standby Enrolled 15 Feb 2018

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Required learning

Introduction to Project Management IBM

Classroom 8 hrs

Required by 8 Aug 2018

Business Conduct Guidelines

Document 8 hrs

Enrolled Required 4 Oct 2018

IBM Project Management Fundamentals

Assessment 8 hrs

Required by 31 Oct 2018

CyberSecurity

Video 8 hrs

In Queue Added 15 Nov 2018

Your channels

Search learning channels

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	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

IBM Cogni-Pay

Provi

< Back

Addison's Team (12)

Search by Name

☒ High

☒ Medium

☒ Skip

IBM Cogni-Pay Suggests

Jesse

Karter

Medium6

Name

Brett

Chris

Dale

Hayden

Sam

Sean

Skip2

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

Skip0%

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

COSMOPOLITAN

April 1987 • 50P

Sex and the
Japanese
Single Girl

A Secretary
Tells How a
Con Man
Took Her Money

Vanessa Redgrave—
Zap!

The Unfaithful Wife
—A New Study

Here Comes Twiggy!
Britain's New, Super Model
by John Fowles

Mystery Novel—Complete
by Patricia Highsmith



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, she checks her facts with fellow systems 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 pay for the same job. Now have 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. And if it doesn't sound like woman's work—well, it just is.

"I had this idea I'd be standing at a 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

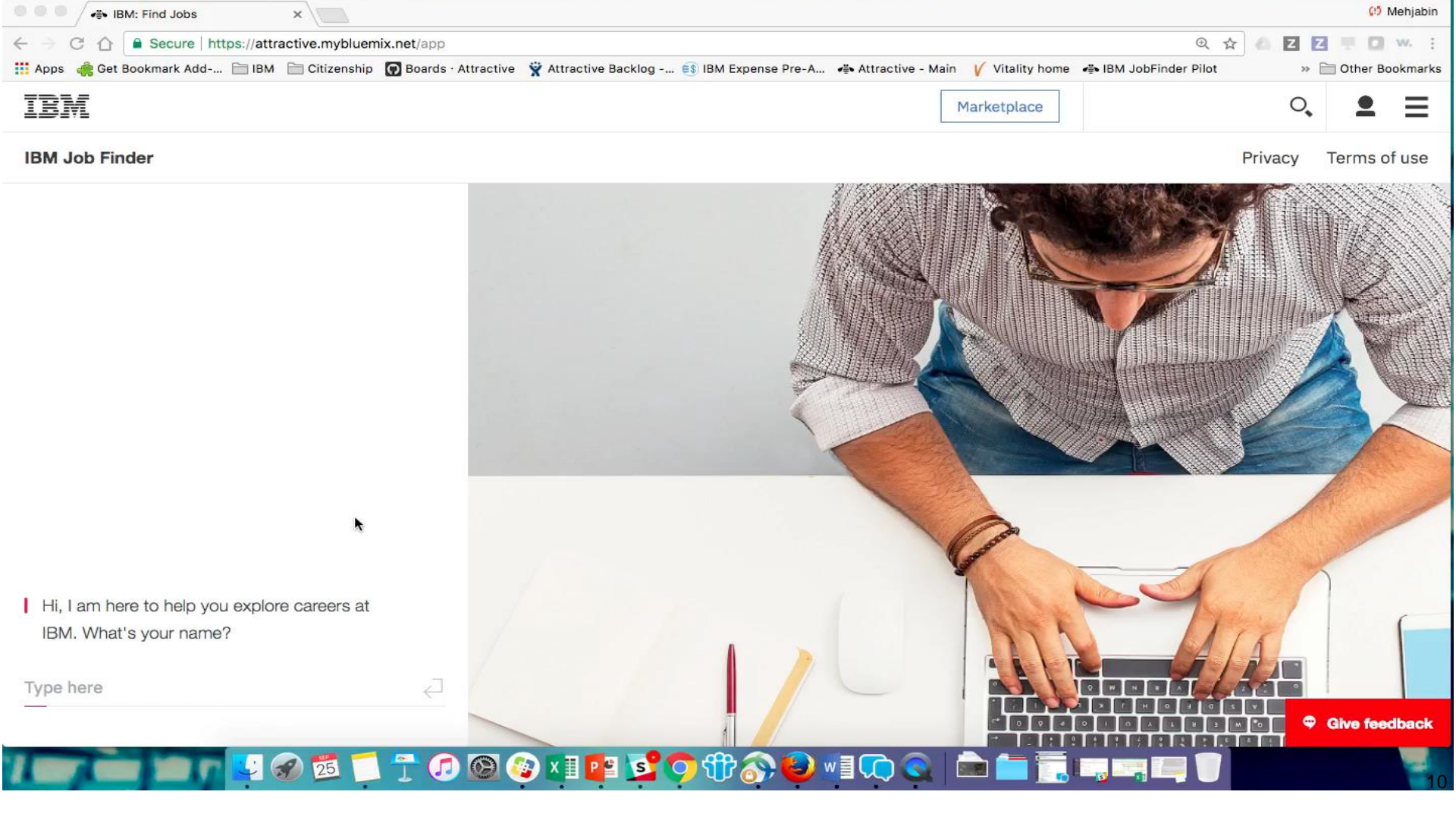
computer can solve a problem, and then instruct the machine to do it.

"It's just like planning a dinner," explains Dr. Gitter Hopper, now a staff scientist in systems programming for electronic digital computer, the Rand, 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 'natural' at computer programming."

What she's talking about is aptitude—the one most important quality a girl needs to become a programmer. She also needs a keen, logical mind. And if that weren't out the old Billie Burke-Gracie time, because this is the age of the Computer Girls. There are twenty thousand of them in the United States, on page 54.)



Back-up: Demos



Select Manager

DUBE, SIPHO

You have selected DUBE, SIPHO

OK