Blockchain Technology as a Disruptive Innovator in Human Resource Management

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Recruitment
- On average, a company could lose $14,900 on one “bad hire”. With Blockchain, the recruitment process will become increasingly efficient
- Credential Verification
- Information inputted must be verified by users
- Users are able to upload certificates and diplomas
- The verification process ensures candidates are presenting truthful information
- Employment Histories
- Employment information will be verified by the employer to prevent falsification
- Negative and positive information will be recorded such as raises and performance reviews

Payroll
- Payroll as a function is extremely regulated
- Blockchain can reduce mistakes and discrepancies made possible by human error
- Abilities include the tracking of time and attendance, payment options, fraud protection, and benefits administration
- Allows recurring payments at a large level
- Users could receive their automatic payments in the form of cryptocurrency, which has the ability to be sent through the Blockchain as well

What is Blockchain Technology?
- A blockchain is a tamper-resistant, decentralized database of records that is shared in a distributed manner
- Information is stored in numerous host computers, making it less vulnerable to hacking
- It allows many a community of users to access shared information in an extremely safe manner
- There are variations of privacy in Blockchain
- Human Resources uses a public chain meaning all users can view, access, and add to it

How is it a Disruptive Innovator?
- Disruptive Innovation in HR is defined as creating a new value proposition to transform its operations and become more agile, using technology as a tool
- Blockchain will allow companies to transform and prosper in an affordable, accessible, and efficient manner

Benefits
- Blockchain offers full transparency
- It creates an elevated level of trust between employees and employers
- Offers high efficiency, low costs, and a lower risk of hacking

Concerns
- Blocks are irreversible, so information is put into the chain is not easily forgotten
- Blockchain is still under development
- It is not fully implemented in any sectors

Training
- When an employee learns a new subject or curriculum, it will be made visible in a block
- Allows a verifiable and accurate history of training
- Skill Scores
- Users with high scores have the ability to be noticed on the chain by employers or stakeholders
- Accessible scores will also enhance competition and motivation
- Tokens
- When additional training is completed, employees can receive tokens in the form of cryptocurrency
- “Additional Training” can be providing consulting service, answering questions, or becoming an “expert”

GDPR Compliance
- GDPR is an outline of rules pertaining to the processing of personal data
- Decentralized systems are “gray areas” in GDPR
- Although blocks cannot be erased, they can be decrypted, or made invisible
- Since information can be hidden, Blockchain technology complies with the principle “the right to be forgotten”

References