

# Blockchain Technology as a Disruptive Innovator in Human Resource Management

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## Recruitment

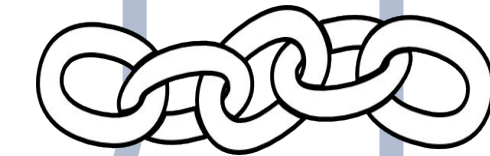
- On average, a company could lose \$14,900 on one “bad hire”. With Blockchain, the recruitment process will become increasingly efficient

### Credential Verification

- Information inputted must be verified by users
- Users are able to upload certificates and diplomas
- The *CVerification* 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

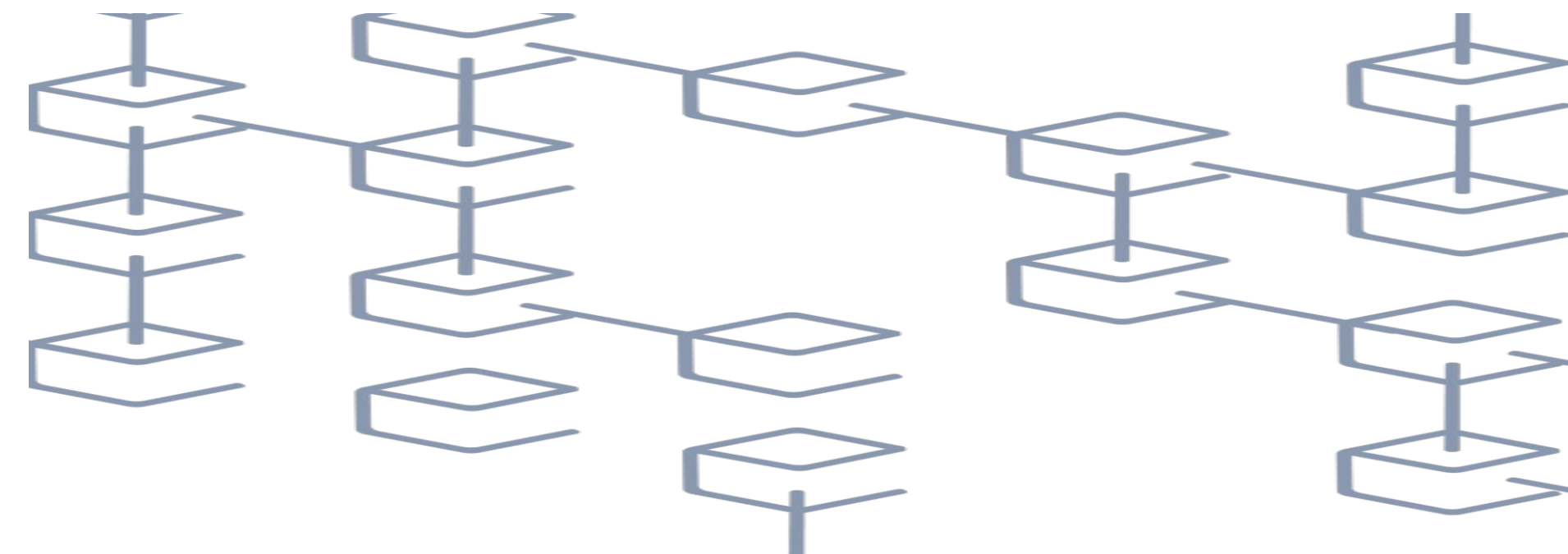


## What is Blockchain Technology?

- 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

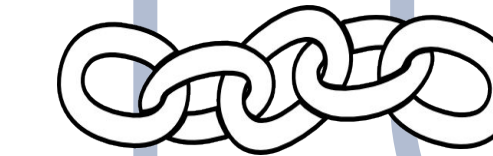


## Training

- 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

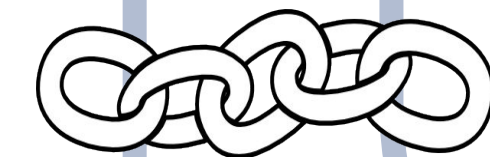
### Tokens

- 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”



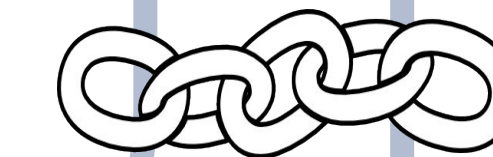
## Payroll

- 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



## 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”



## 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

## References

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