New! Talent management in the cognitive era.

Cognitive solutions for workforce planning, mobility and training drives collaboration and contribution to business outcomes.

Hire and retain employees with the right skills and cultural fit.

Social media
LinkedIn
Glassdoor
Twitter

Personal presentation
Introduction letter
CV/resume
Job application
Interviews
LinkedIn social network

Corporate data
Assessments
Employee engagement surveys
Exit interviews
Succession plans
Learning and development surveys
Profiles of successful performers
Characteristics of team culture
Employee career and learning paths

Industry data
Demographic research
Psychographic research
Economic factors
Cultural factors
Regulatory requirements

Corporate data
Assessments
Employee engagement surveys
Exit interviews
Succession plans
Learning and development surveys
Profiles of successful performers
Characteristics of team culture
Employee career and learning paths

Cognitive support to leaders, employees and candidates will disrupt HR service delivery for the benefit of the organization.

66% of CEOs recognize that cognitive solutions will drive significant value in HR.¹

37% of CEOs expect to adopt cognitive computing in the HR function in the next 3 years²

55% of CEOs believe cognitive will be a disruptive force in the next 3 years³

Cognitive HR talent management will disrupt HR for the benefit of the employees.

Machine learning –
The characteristics of strong performance, cultural fit, retention and other factors are considered to continually adapt the models for tradeoff analysis and prediction.

Madison Millennial doesn’t just want a job. She searches social media for the right job with the right company. Jobs in which she would be successful are suggested to Madison and she views a video about what it would be like to work for the company.

Cognitive talent management is used to identify the best fit. Madison is selected as a candidate and is kept informed at each step in the process.

Cognitive analysis indicates she’s the right person and has the intent to commit.

After the assessment, it’s revealed that Madison has some skill gaps to close, but that she could easily be trained for the role.

Madison becomes a valued leader in the organization, and an asset to her company. An employee engagement study shows that she and her team are committed and have a high degree of employee satisfaction.

Prepare your organization for talent management in the cognitive era.

Learn how cognitive solutions powered by IBM Watson and Oracle HCM Cloud can help you build a next generation workforce.

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