



# Analysing Blockchain's Impact On Talent Management

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The world went into a frenzy and everyone was losing their minds on the newest gold rush. Bitcoin prices were soaring to unprecedented heights and investors were rushing in to get their hands on this asset. Their values kept soaring through the years before reality check dawned upon us.

This was how blockchain was introduced to the world. While the technology is mostly associated with cryptocurrency, there is a lot more to blockchain than meets the eye. Before the bitcoin rush, blockchains were already a known technology in the business world, with its potential to transform work as we know it.

## Why Blockchain in HR?

As the market moves towards short-term contracts over long-term assurance, millions more are applying for the same job. While digitisation has made things easier, it is not a replacement for human interaction.

Organisations still need human insight. For example, someone might be faking their entire resume, something extremely hard to detect for grassroots organisations. Moreover, workers may have multiple skills which can be hard to fathom. They may be evolving even now, learning new skills through online courses. It becomes hard to keep track of everything happening in the freelance market.

As the core workforce keeps expanding, it will only get harder to keep track of everyone's credentials, let alone verify them. The corporate world needs technology that is reliable and secure. Something that can be trusted to verify the candidates, their skills and organisations. This would exponentially improve the system of screening candidates and diminish the time taken by recruiters and managers.

Blockchain may be the answer to all these problems.

## How might Blockchain impact your HR?

Just like bitcoins which tracks a new transaction as it occurs, blockchain can help HRs and company heads keep track of new candidates or employees in the whole organisation. When anyone sends a packet of data across the network, the data will be

verified by everyone with permission. When adding new data to the system, the new block needs to be verified by each node in the system.

A blockchain system is encrypted and can only be accessed by certain individuals inside the corporation. These individuals have a digital ID which in turn is verified by blockchain before giving access. Each node inside the network must have the same information stored which every other node agrees to. Integration of blockchain tech in a company removes the hassle of manually verifying data and managing a large number of people. There is no way to tamper with the information as there are thousands, if not millions, of blocks that need to be edited to cause any significant data breach.

A blockchain is secure because even the smallest change is copied through every block in the network. Anyone trying to cheat the system is identified immediately. A block cannot be deleted or edited. You can only add information and if some data doesn't match the other blocks, the information is rejected.

A personal ID from a blockchain is totally secure and can be used in many ways, from signing legal documents to verifying employment or experience.

## Who is using Blockchain?

Blockchain technology in companies is not very far away from reality. There are already companies that are trying to explore the potential of blockchain. Recently, Recruit Technologies announced a partnership with Ascribe to create a blockchain network aimed at automating resume authentication. Other companies have been touted to join this new race soon.

## A better corporate system

Blockchain has developed a unique reputation as a secure system with confusing technology. However, bitcoin tech is getting familiar with every passing day. Blockchain will soon be sought to replace primitive sorting systems and even take over legal services.

Already commissioned to take over recruitment and HR roles, we can soon look forward to a future where keeping records, such as retail and medical, manually is consigned to history.

