Enrique Rubio
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Agriculture Jobs

Farm Jobs, % of Total U.S. Jobs
1790 to 2000

Source: USDA

Source: http://www.aei.org/publication/a-lesson-about-manufacturing-jobs-from-farming/print/
Manufacturing Jobs

Manufacturing Jobs, % of Total Jobs
January 1939 to March 2010

Source: BLS

8.92%

Source: http://www.aei.org/publication/a-lesson-about-manufacturing-jobs-from-farming/print/
- Artificial intelligence
- Blockchain
- Nanotechnologies
- Data
- 5G
“AI will change 100% of jobs in the next 5-10 years”

Ginny Rometty, IBM CEO
“375-800 million global workers will lose their jobs by 2030 and be replaced by robotic automation.”

Source: McKinsey Global Institute 2018
Bold Statement 1:
Technology will disrupt everything in life and work as we know it, in ways we don’t know yet
- 10 to 50% of the workforce will be impacted by automation in the next two years
- Banks could reduce 30% of their headcount
- 53% of companies are already using machines to perform tasks previously done by humans
- 66 percent of CEOs believe cognitive computing can drive significant value in HR
- 54 percent of HR executives believe that cognitive computing will affect key roles in the HR organization
Bold Statement 2:
We are headed to a place where fewer human workers will be needed
Evolution of work and HR

First Industrial Revolution
Mechanical Production, Railroads, Steam Power

Second Industrial Revolution
Mass production, electricity, assembly line, factories

Third Industrial Revolution
Electronics and computers

Fourth Industrial Revolution
AI, data, IoT, nanotechnology, cognitive computing

HR 1.0 (1920)
Administration, transaction, payroll

HR 2.0 (1997)
Strategic, Partnership

HR 3.0 (?)
People Aligned Agile Techno
91%

“We are not ready for the era of digital HR”

Barriers to Automation

<table>
<thead>
<tr>
<th>Barriers</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Committing the resources required</td>
<td>65%</td>
</tr>
<tr>
<td>Employees resistance to change</td>
<td>64%</td>
</tr>
<tr>
<td>Concerns about job elimination</td>
<td>60%</td>
</tr>
</tbody>
</table>

Source: ServiceNow 2017 State of Work Survey
Bold Statement 3:
We don’t know much about what’s happening, we are not prepared and we are already late
“Digital is the main reason just over half of the companies on the Fortune 500 have disappeared since 2000”

Pierre Nanterme, Former Accenture’s CEO
Bold Statement 4:
The transition to a new model of life and work will be painful
Where is the future of HR?
Current Capabilities

Compensation
Labor relations
Leadership
Onboarding
Compliance
Org. Design

“Strategy”

New Capabilities

Digital transformation
Design thinking and agility
Technology applications
Emerging and disruptive technologies
Future of work and future trends
Data analytics
Ethics
Marketing
Innovation
Org. Design
Politics and policy
....
- Providing an amazing Employee|Human Experience at work
- Bridging technology and people
- Redesigning organizations
How to get ready
KEEP CALM AND REMOVE THE HYPE
85 per cent of the jobs that will exist in 2030 haven't even been invented yet.

Source: Dell Technologies – Institute for the Future