



ROSATOM

State atomic energy corporation "Rosatom"

Challenges and Opportunities for HR Management in the Era of Digitalization

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The pace of technology and innovation adoption is speeding up year after year



Digitalization is transforming the modern economic landscape



- Traditional industries
- Hi-tech industries



Top-4 Digital Transformation Trends



Deep analytics

New ways of data analysis and decision-making (including machine learning, Artificial Intelligence)



Robotics and automation

Automation of routine work



Digitalization of processes

Implementation of digital solutions in business processes



Interconnection and sensors

Connection between equipment, objects and personnel

- Digital technologies expose businesses to new opportunities allowing to significantly increase efficiency in every link of the value chain in **traditional business models**
- Digital technologies become a platform for **totally new business models, leading to disruptive change** across many industries

It's not science fiction – the world HAS changed!



Robots conduct initial interviews with candidates and virtual tours of a company



Robots analyze the unique experience of employees and advise on individual learning content



Robots forecast personnel turnover analyzing thousands of parameters

The world IS already on the Internet and apps...

What is the place of HR?



+/?/VS

HR

In the digital world the requirements to HR are significantly changing

Standardization Era



Re-engineering



Outsourcing



Big Data&Analytics



Cloud



Mobile



Cognitive Era



Developing Leaders at All Levels: Working with Youth

Schools and kindergartens



400 schools

100 000 children at schools and kindergartens

10 000 teachers and managers

Universities



3200 participants

230 Universities

79 enterprises of the industry



10 higher educational institutions

6500 participants

5000 resumes of specialized candidates



Young professionals



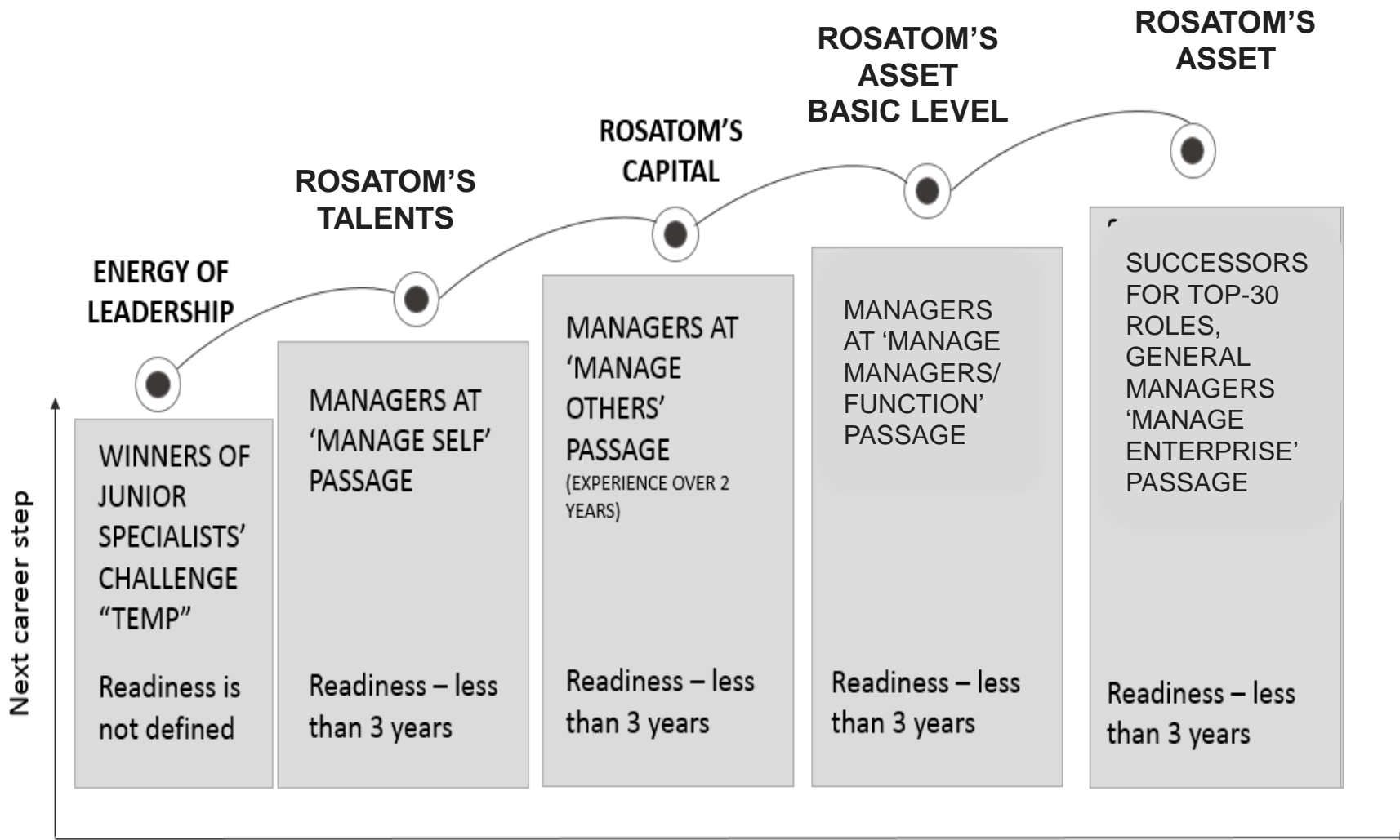
80 000 young employees

20 000 participants of youth events

2000 mentors for newcomers



Developing Leaders at All Levels



1. Develop core competences at a fast pace by building a self-learning organization
2. Adapt talent management strategy and processes to changing business needs
3. Build digital corporate culture

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