HR Technology in the Age of Big Data

Presented By: Diya Obeid, *Founder & CEO, JobDiva*

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Talking Points

- History of HR technology evolution
- Categories of labor
- HR-Related families of products/solutions
- Anecdotes
- Demos
- How did we get here and where are we going
- Market research
- Commentaries
- Media and sponsorship
- Concepts and particulars
- Simple, not complex, may be trivial
- Intentional duplicate slides
- JobDiva and Axelon

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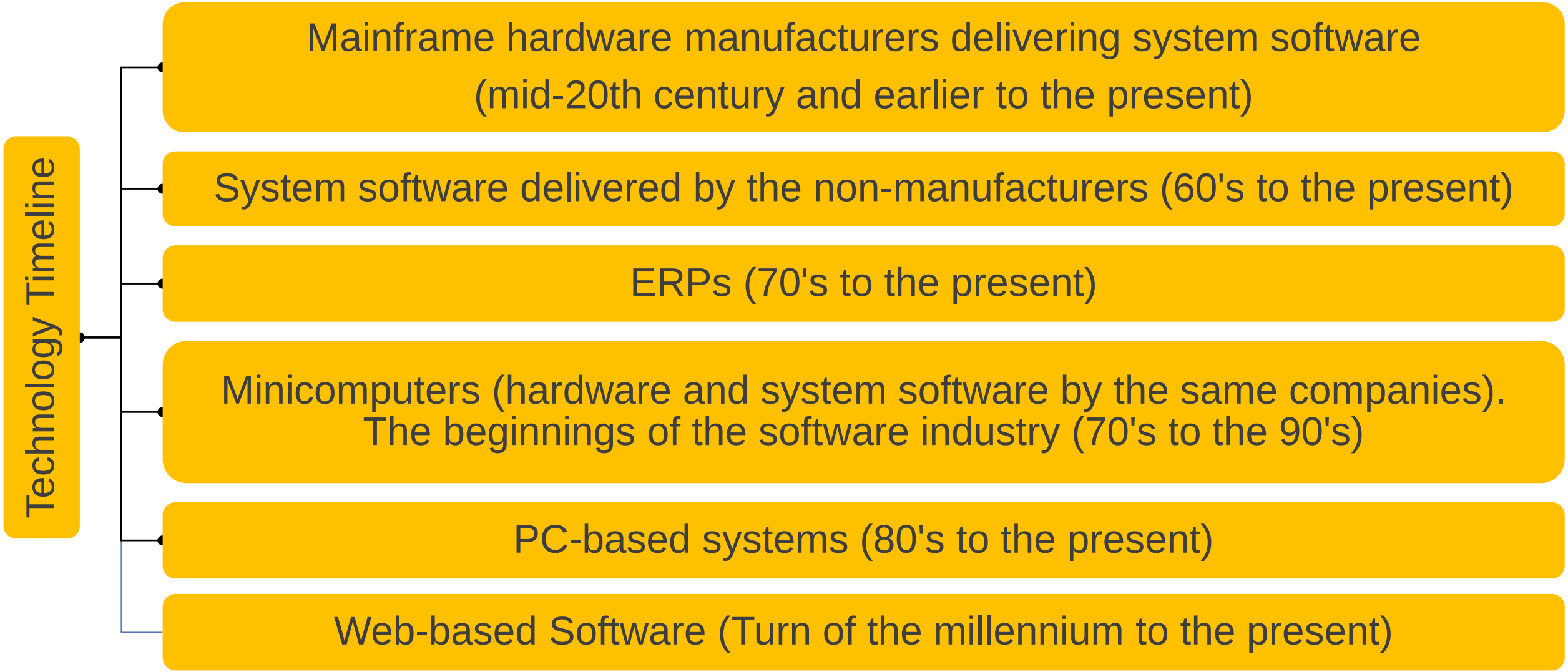
Technology Timeline



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Distributed Computing

Minicomputers (1970's)

- The age of the *pattes d'éléphant*
- Crushed the large computer and large corporate data centers

Personal Computing (1980's)

- The prelude to today's ATSes
- The beginnings of commoditization
- Fax to Internet

Emergence of HR Computing

from Within Enterprise Computing

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Enterprise Resource Planning Systems (ERPs)

A 1990's acronym for technology rooted in the 1970's

70's	70's	70's	80's	80's
SAP	BaaN	JD EDWARDS	ORACLE	PeopleSoft

The Emerging 1980’s: Non-ERP ATSes

The ancestors of today’s ATSes

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CURRENT ERP LANDSCAPE

CRM (Dinosaurs in Disguise)

An offspring of an ERP functionality

Gig Platforms

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HR Technology Evolution Recap

ERPs:	70’s-the present
ATSes for small business on PCs in a LAN	80's and 90's
Job boards	90’s-the present
Web-based ATSes	Late 90’s-the present
Social Networks	2000’s-the present
SAAS ATSes	2000’s-the present

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JOB BOARDS and AGGREGATORS

The Early Enterprise Web ATSes

90’s

90’s

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Today's ATSes

- Web-Based
- SAAS
- A Utility
- The Various Flavor

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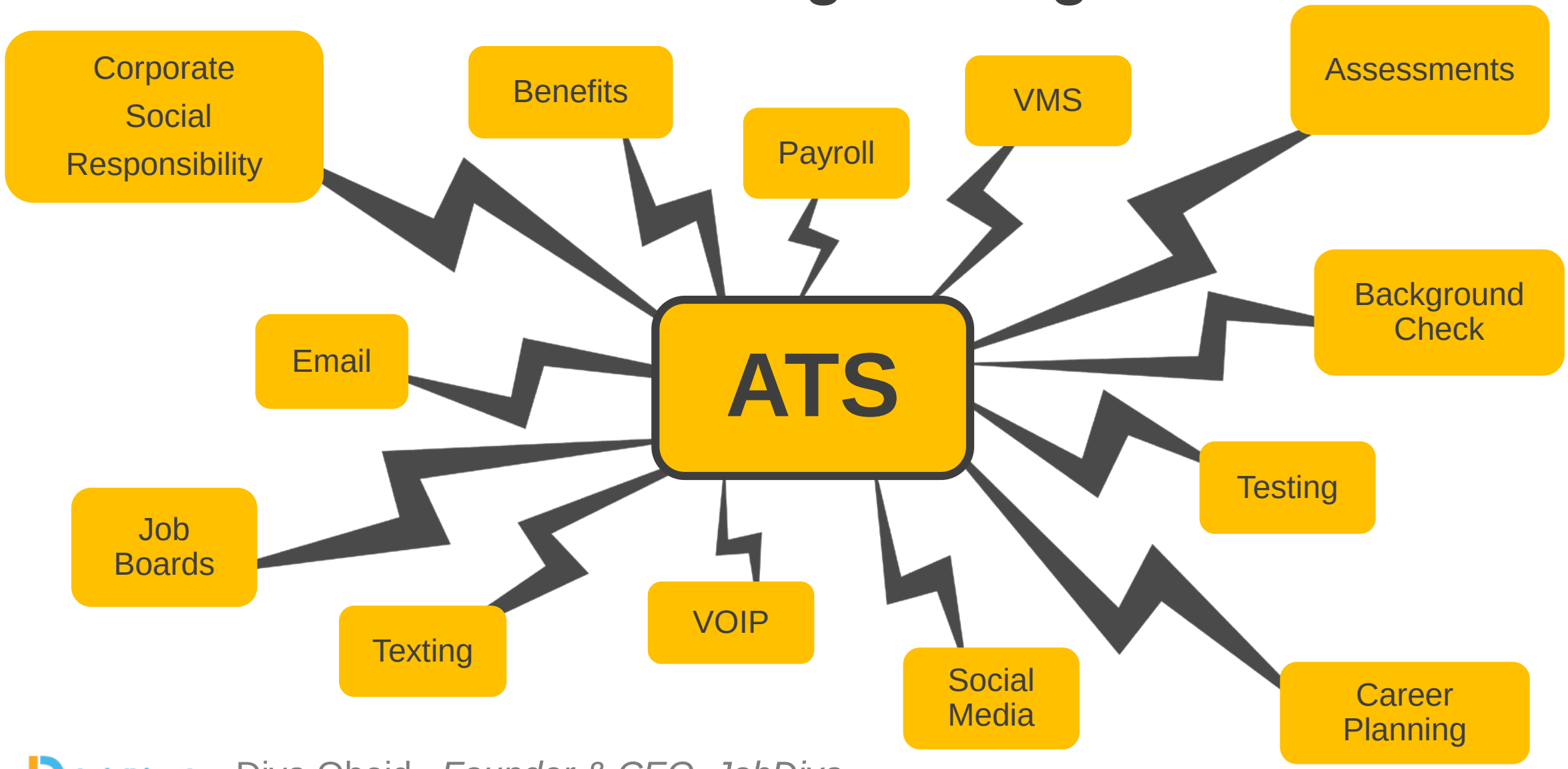
Connecting the Lego



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ATS

workable
Jobvite
icims
Hire Expectations
INTELIFI
VIVAHR
NEWTON
JazzHR
ApplicantStack
JobDiva
agile|HR
mindSCOPE
CURA
indeed
ZOHO
HiringThing
ZipRecruiter
BERKSHIRE ASSOCIATES INC.
the applicantmanager
bambooHR
Deltek
HRsoft
View Talent Differently
WebHR
PCRecruiter
ClearCompany
brightmove
Applicant2Hire
hirebridge
smarter hiring management solutions
talent rover
BirdDogHR
myStaffingPro
SmartSearch
Inspired Innovation
Staffing Soft
Pereless
SYSTEMS
BUILT
FOR TEAMS
TribePad
cornerstone
realize your potential
IBM
cr
Applicant PRO
e|a
eonapplications,inc.
workday.
ORACLE
JobAdder
SmartSearch
Inspired Innovation
CareerPlug
workpop
HireOwl
AVIONTÉ
Bullhorn
fileinvite
Jobsoid

The Larger Ecosystem

Integrations

Modes of communication, spidering vs APIs

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JobDiva Integrations, VMS

JobDiva Coddler

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JOB BOARDS and AGGREGATORS INTEGRATIONS with JobDiva

JobDiva Integrations

SOCIAL MEDIA STATUS UPDATES

LinkedIn facebook

VOIP

liveops the virtual call center company™

ViTel Net Your Future Telehealth Solutions - Today

Mitel Powering connections

Vonage

ShoreTel Brilliantly simple™

Phone.com Communicate Better®

Monmouth Telecom

VOIP OFFICE COMMUNICATE FREELY

TEXT MESSAGE

icetrak Business Critical Messaging

Clickatell make customers smile

JobDiva®

TextUs™

SAVED EMAILS &CALENDAR

Office 365

Exchange

Gmail

JobDiva Integrations Cont...

PAYROLL

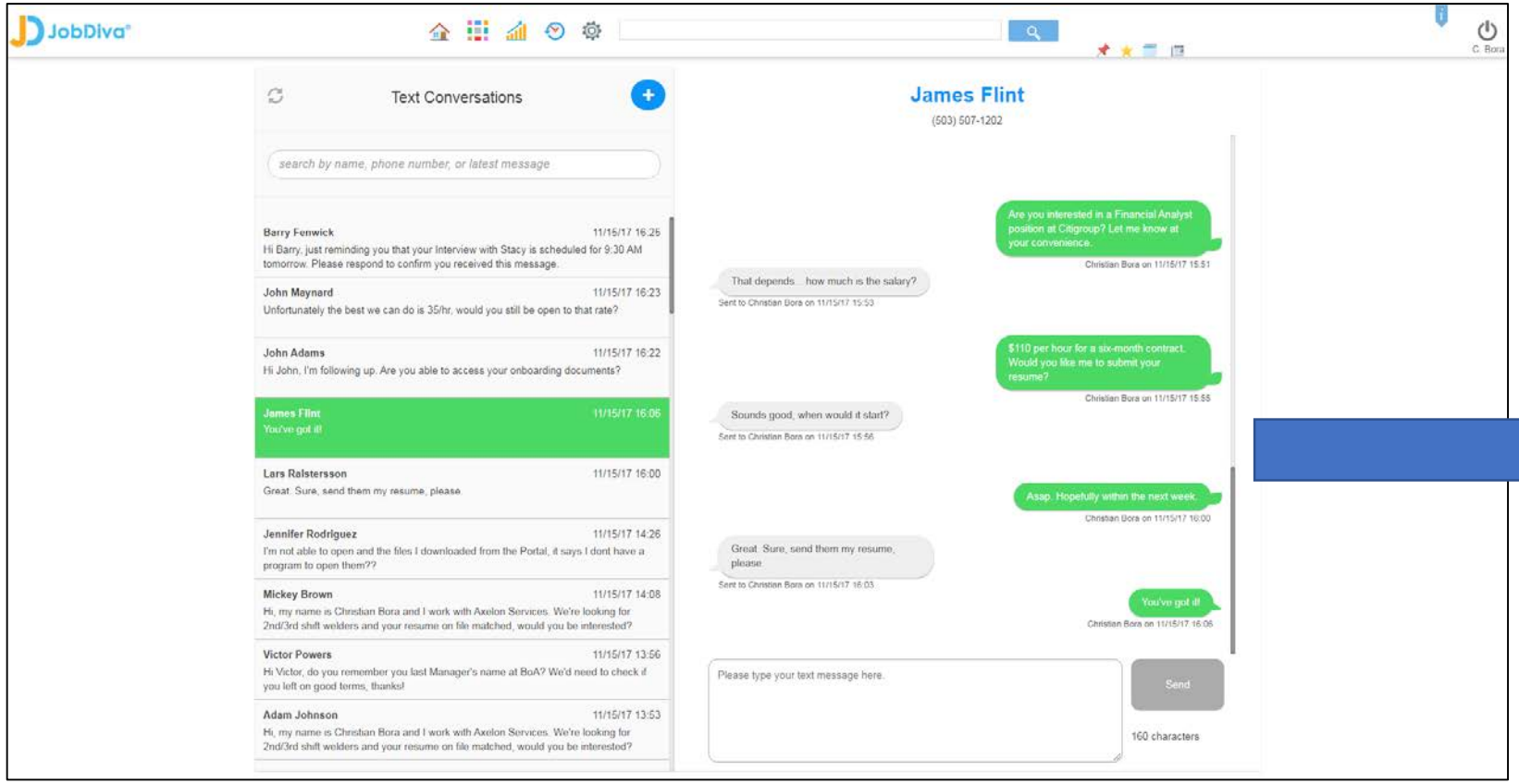
BILLING

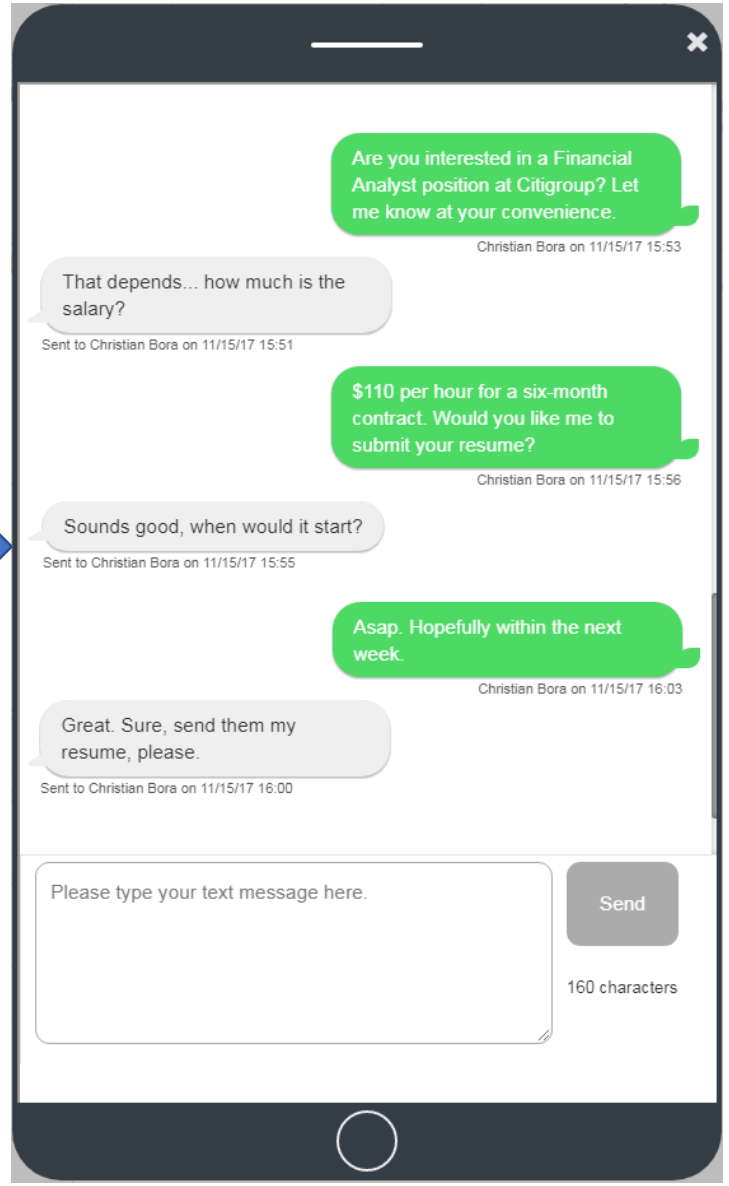
BACKGROUND CHECK

TESTING

OTHERS

JobDiva Texting





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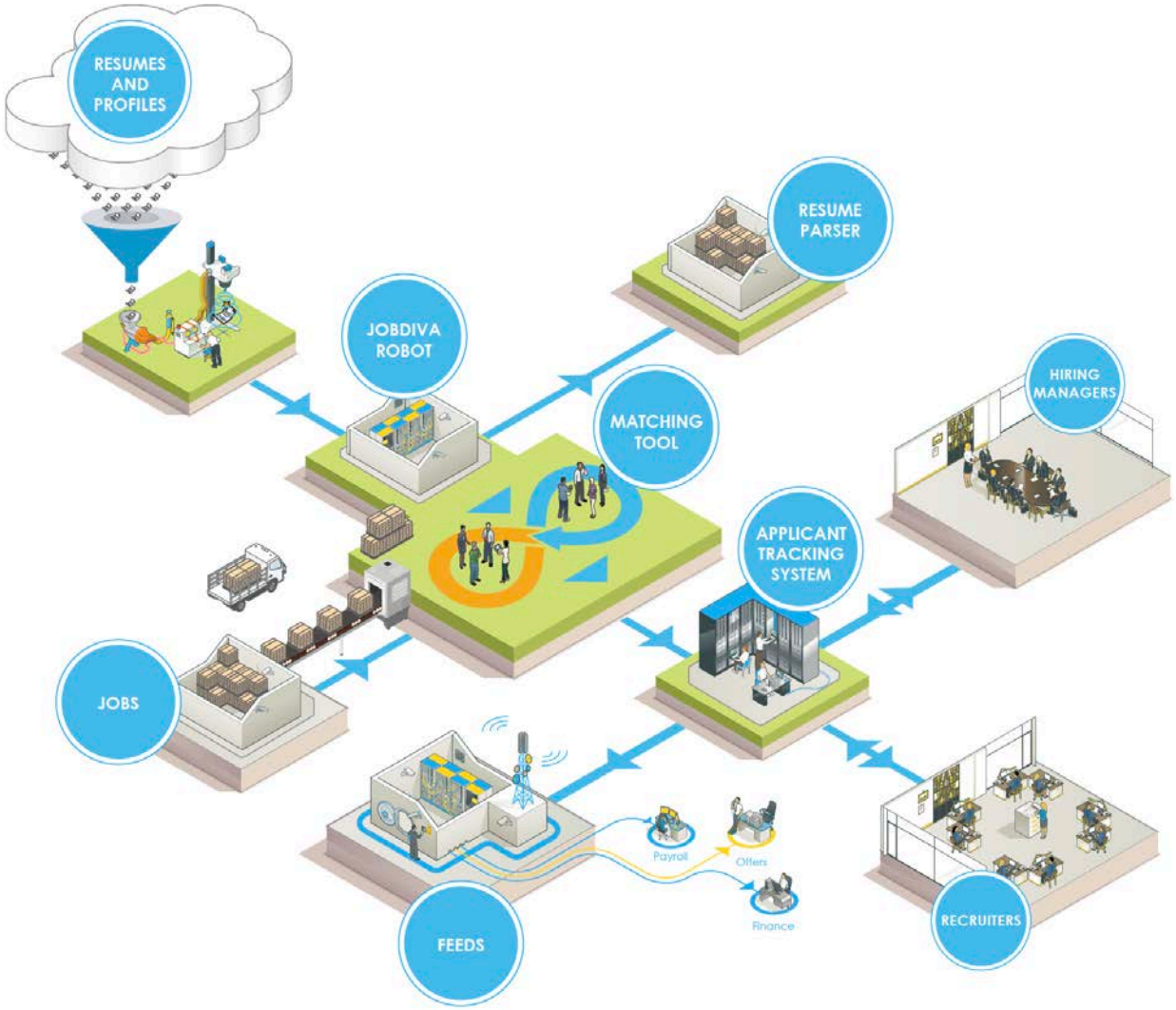
JobDiva Process



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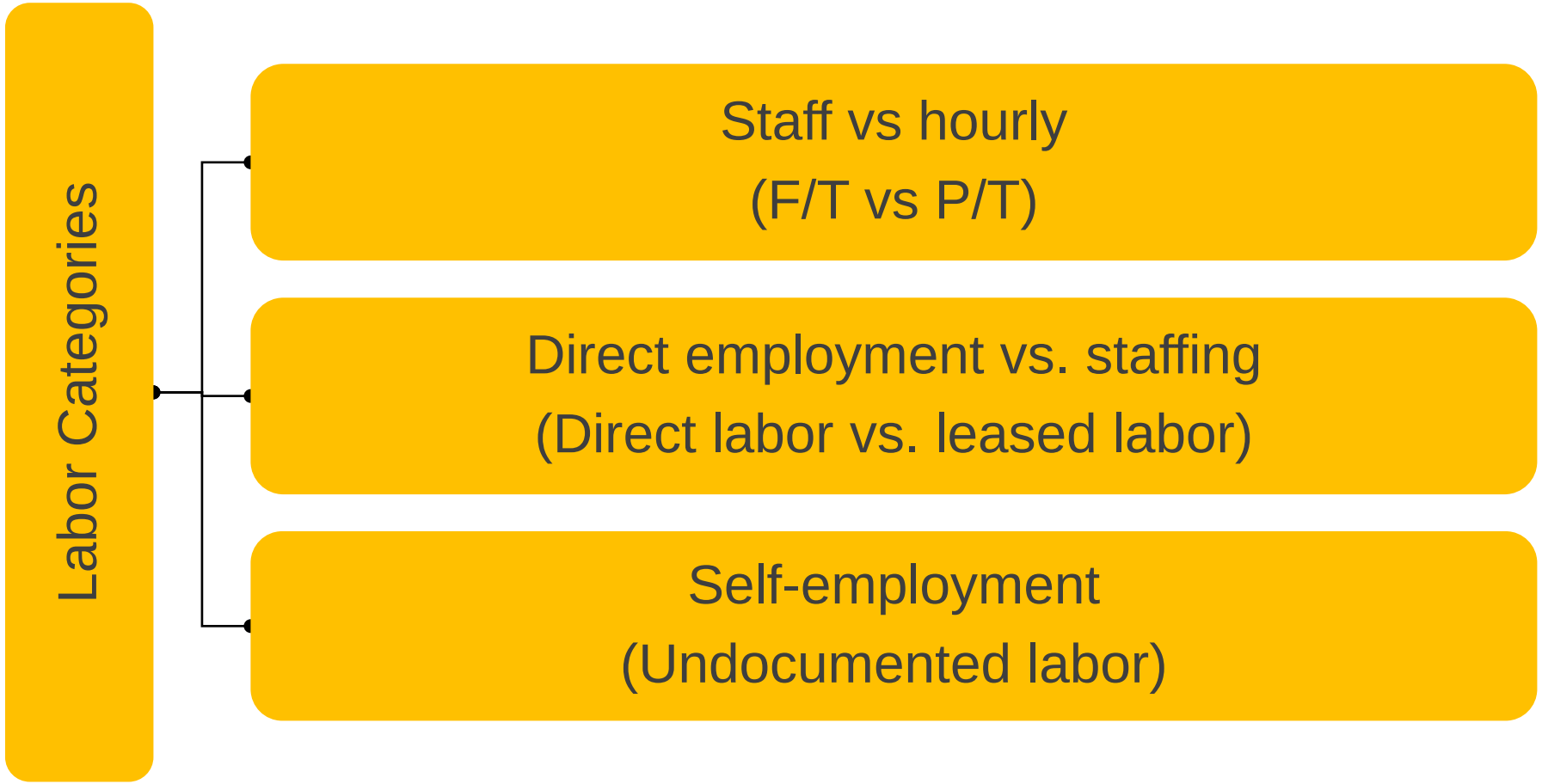
Labor Categories



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Largest Global Staffing Firms

Company	2016 Revenue (US$ Billions)	Headquarters Country
The Adecco Group	22.5	Switzerland
Randstad	20.7	Netherlands
Manpower Group	19.2	United States
Allegis Group	10.2	United States
Recruit	9.8	Japan

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Source: Staffing Industry Analysts

The Largest Global Staffing Companies

Adecco	randstad	Manpower®
€ 22,708 in EUR millions	€ 20,684.1 in EUR million	$ 19,654.1 in US millions

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Global Distribution of Staffing Labor

Revenues by segment

	Revenues in EUR		Variance				% of total revenues	
	2016	2015	EUR	Constant currency	Organic	Organic TDA[1]	2016	2015
France	**4,947**	4,714	5%	5%	5%	5%	**22%**	22%
North America	**4,672**	4,670	0%	0%	0%	0%	**20%**	21%
UK & Ireland	**2,176**	2,285	(5)%	6%	3%	3%	**10%**	10%
Germany, Austria, Switzerland	**2,175**	2,190	(1)%	0%	0%	0%	**10%**	10%
Benelux & Nordics	**1,897**	1,815	5%	5%	4%	4%	**8%**	8%
Italy	**1,464**	1,300	13%	13%	13%	14%	**6%**	6%
Japan	**1,276**	1,119	14%	2%	2%	2%	**6%**	5%
Iberia	**979**	898	9%	9%	9%	9%	**4%**	4%
Rest of World	**2,690**	2,623	3%	10%	11%	11%	**12%**	12%
Lee Hecht Harrison	**432**	396	9%	10%	2%	2%	**2%**	2%
Adecco Group	**22,708**	22,010	3%	5%	4%	4%	**100%**	100%

1 TDA = trading days adjusted

Adecco

Source: Adecco 2016 Annual Report

Global Distribution of Staffing Labor

Development in the main geographic markets

in millions of €, unless otherwise indicated

	Revenue		Organic	Average candidates		Average corporate staff	
	2016	2015	growth	2016	2015	2016	2015
North America	4,719.9	4,653.4	1%	109,200	108,800	6,530	6,430
Netherlands	3,185.6	3,076.9	3%	82,500	76,600	4,320	4,150
France	3,045.1	2,845.1	7%	78,200	74,600	3,570	3,460
Germany	2,087.6	1,969.6	6%	47,000	45,800	2,660	2,570
Belgium & Luxembourg	1,372.5	1,350.3	2%	41,900	41,400	1,940	1,890
Iberia	1,275.1	1,193.5	7%	63,200	61,000	1,870	1,750
United Kingdom	817.2	909.5	1%	14,700	16,000	1,530	1,560
Other European countries	2,338.5	1,576.6	13%	79,600	60,100	4,150	2,820
Rest of the world	1,842.6	1,644.3	7%	110,000	113,100	5,510	4,930
Corporate	n.a.	n.a.	n.a.	n.a.	n.a.	200	190
	20,684.1	**19,219.2**	**5%**	**626,300**	**597,400**	**32,280**	**29,750**

randstad

Source: Randstad 2016 Annual Report

Global Distribution of Staffing Labor

Amounts represent 2016 *Percentages represent 2016 compared to 2015*	Reported Amount (in millions)	Reported Variance	Impact of Currency	Variance in Constant Currency	Impact of Acquisitions (in Constant Currency)	Organic Constant Currency Variance
Revenues from Services						
Americas:						
United States	$ 2,836.8	(5.6)%	—%	(5.6)%	0.7%	(6.3)%
Other Americas	1,460.4	(1.7)	(15.8)	14.1	4.5	9.6
	4,297.2	(4.3)	(5.2)	0.9	2.0	(1.1)
Southern Europe:						
France	4,837.4	3.8	(0.2)	4.0	—	4.0
Italy	1,167.7	(4.8)	(0.3)	(4.5)	—	(4.5)
Other Southern Europe	1,492.5	6.3	(0.2)	6.5	—	6.5
	7,497.6	2.8	(0.2)	3.0	—	3.0
Northern Europe	5,129.1	1.9	(5.4)	7.3	6.1	1.2
APME	2,471.3	10.4	2.3	8.1	2.3	5.8
Right Management	258.9	(5.4)	(2.0)	(3.4)	—	(3.4)
ManpowerGroup	$19,654.1	1.7%	(2.4)%	4.1%	2.3%	1.8%

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Source: Manpower 2016 Annual Report

Contrast Between:
the Direct Hire ATS and the Staffing (Temporary Hire) ATS

A power struggle between the resume and the application

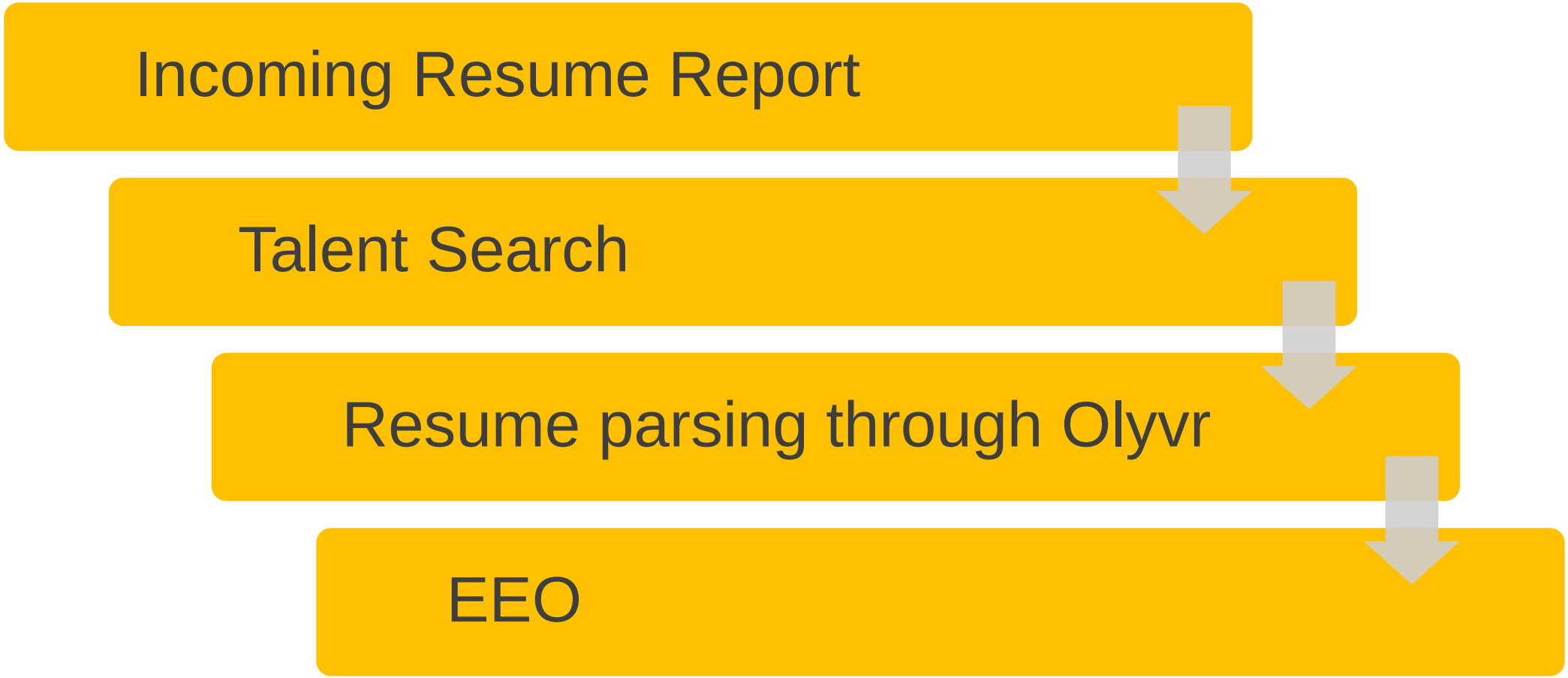
Staffing	Direct Employment
• Core	• Support
• Proactive	• Reactive
• Resume-driven	•
• Sourcing-driven	• Application-driven
	• Talent Management-driven

VS

Middle Person

- **Employment Agencies**
- **RPOs**

Demo



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Software Selection

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Data Privacy

Behavioral Economics

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Recommended Readings

- **Kotter:** A Sense of Urgency (Emphasis on Chapter 7)
- **Ariely:** Predictably irrational
- **Goleman:** Emotional Intelligence
- **Thaler:** Nudge
- **Pink:** A whole New Mind, Why Right Brainers will Rule the Future
- **Cottrell:** Monday Morning Leadership

Thank You

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