

Organisational Training within e-HR for the ICT Industry

PRESENTATION



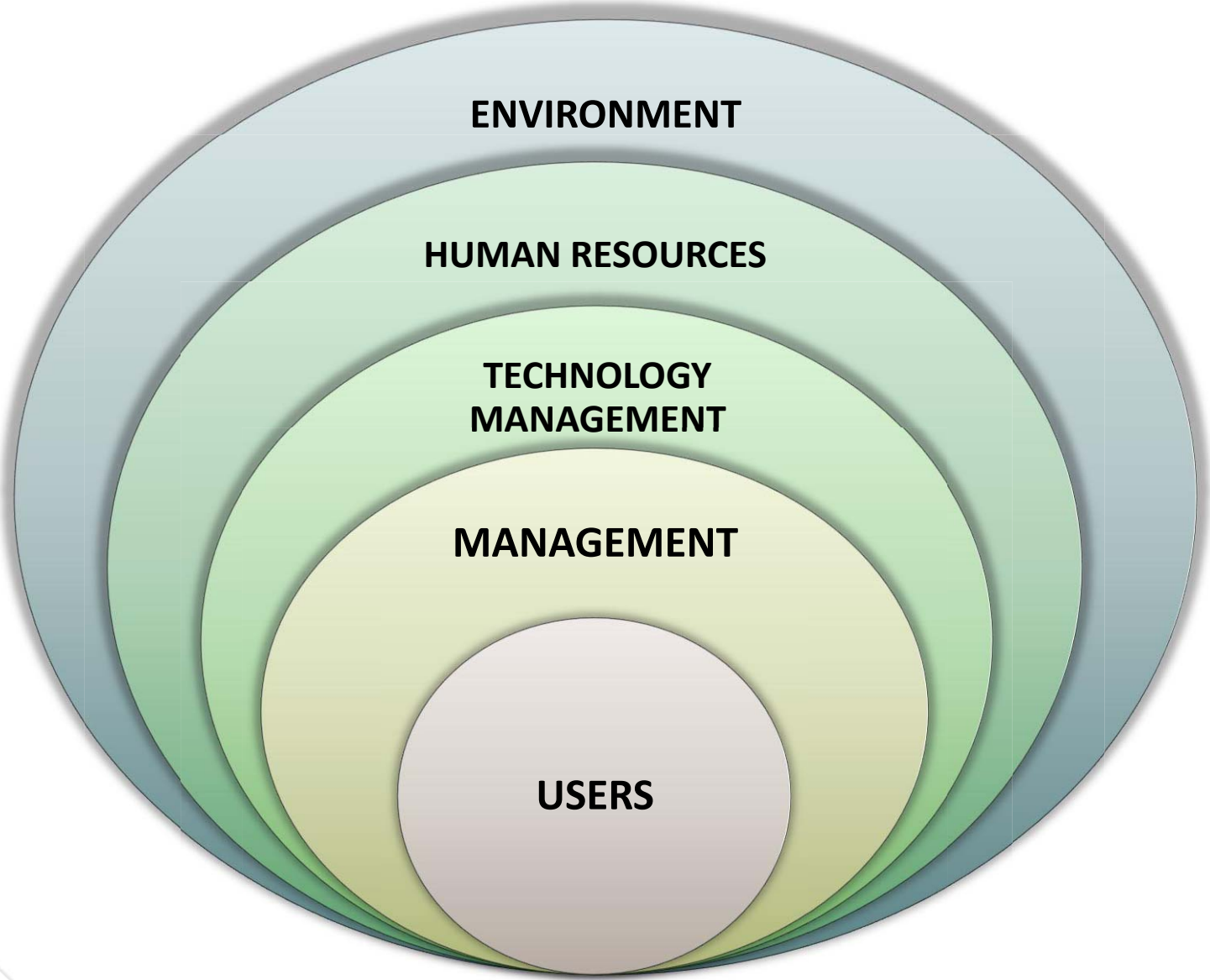
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ENVIRONMENTAL FACTORS

- **Products and services available in market space.**
- **Life span of various technology.**
- **Challenges of global economy (Financial Environment impact on companies).**
- **Various Models of partnerships for service.**



HUMAN RESOURCES (PEOPLE)

- **Role of HR in acquisition of e-HR.**
- **Strategic fusion of training to company objectives.**
- **Business Case for e-HR**
 - **Organizational effectiveness**
 - **Cost and Total cost of Ownership**
 - **Benefits Tracking**
- **Understanding of technologies in market space.**



PREVIOUS SLIDE CONTINUES

- **Is technology advancement a threat to HR?**
- **Place and/or Space**
- **How does HR define it's role in an e-framework.**
- **E-Self Service and data integrity**
 - **Role of learner**
 - **Role of HR**
- **Value Add Reporting**



MANAGEMENT

- **Role in learner support (Mentoring, coaching etc.)**
- **Understanding of training role and e-system**
- **Research finding on top two negative drivers Reddington (2006)**
- **Lack of training**
- **Personal data management**



TECHNOLOGY MANAGEMENT

- ❖ **Role of HR in Technology governance**
 - **User Profile**
 - **Scalability**
 - **Data management**
 - **Security**



USERS

- Speed of delivery and time utilization
- Access to expertise (Internal /External)
- Knowledge Management (LoP)
- Learning styles

EXAMPLE:

- 6TH Annual state of SA training Reporting
- Increase in e-learning
- Classroom training still popular



PREVIOUS SLIDE CONTINUES

- **Virtual learning**
- **Learner support**
- **Increased choices is company objectives**



CONCLUSION

- e-HR does not replace HR profession
- Role of HR profession in ICT redefined
- People
- Processes
- Technology
- Strategy

THANK YOU!

