MOVING TOWARDS A DATA-DRIVEN INDUSTRY: ARE WE READY?

Connie Lim
Human Resources Director
B. Braun Medical Industries
What does it mean to be a data driven organization?
Data is part of core business strategy
An organization must be collecting data and information is accessible
Reduces uncertainty and drives better decision
Bring HR to the Future

- Personal Department
  - Control
    - Payroll-Centric Technology
- Operational HR
  - Serve Staff Automate
    - HR ERP Technology
- Integrated Talent Management
  - Enable Decisions and Management
    - Talent Technology
- High-Impact HR
  - Drive Business Imperatives

Evolution of Human Resources and Enabling Technology
Workforce
Compensation and Benefits
Performance
Learning
Employee Master

Revenue / Profits
Cost
Quality
Error Rate

Business Insight
Holistic Approach toward Data Driven HR

- Data Collection
- Automation + Optimization
- Analytics
- One Data
- High Quality
  - Insight
  - Interoperation
  - Integrated HR Services Among Organizations
- Unify + Harmonize
- Turn Data into Knowledge
- Actionable Information

Business Value

Time
Headcount Trending and HR in B. Braun Medical Industries in Penang

<table>
<thead>
<tr>
<th>Year</th>
<th>Total</th>
<th>Human Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>38</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sep 2017</td>
<td>7673</td>
<td></td>
</tr>
<tr>
<td>2010</td>
<td>4756</td>
<td></td>
</tr>
<tr>
<td>2011</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2012</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2013</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2014</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2016</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2017</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Challenges and Opportunities

Audit Compliance

Attraction

Retention

Competency

Workforce

Performance

Compensation and Benefits

People Development

Attendance

Technology

Salary

Multiple Systems

Employee Records

Accuracy

Added

Value

Efficiency

Organization Reporting

Duplicate Processes

Payment

Expectation

Attendance

Career Pathing

Job Leveling

Grade Level
BMI HR System Framework
Moving towards to Strategic HR and Business Integration

1. Manual Paper Based
2. Housekeeping / Resetting
3. Self Service
4. People Strategies
5. Connecting to Business through Big Data

Administrative HR ➔ Strategic HR ➔ Business Integration
BMI HR System Framework
Moving towards to Strategic HR and Business Integration

- Finance
- Controlling
- Purchasing

B. Braun Medical Industries Sdn Bhd
BMI HR System Framework
Moving towards to Strategic HR and Business Integration

Housekeeping / Resetting

BMI HR System
- Personal Management
- Payroll Management
- Time Management
- Organization Management

e-JD

e-PA

Administrative HR ➔ Strategic HR ➔ Business Integration
BMI HR System Framework
Moving towards to Strategic HR and Business Integration

Self Service

- e-TAS
- ESS & MSS
- e-ETF
- e-Tax Relief
- e-Door Access
- My-INF0
BMI HR System Framework
Moving towards to Strategic HR and Business Integration

People Strategies

E-Recruiting - Impact

Training & Event

Qualification Management

Administrative HR  ➔  Strategic HR  ➔  Business Integration
Connecting to Business thru Big Data
BMI Digital HR Strategy Framework
Digital HR

“Work smarter through optimized HR processes”

F A S T

LEXIBILITY AUTONOMY IMPLICITY TIMELY
Digital HR - Overview

What is my leave balance?

Annual Leave : 7.0 Days
Hospital Leave : 20.0 Days
Sick Leave : 14.0 Days
What is my department demographic?
Where are we now?
Motivated and competent employees in every position
The Human Factor

Attraction & Selection

Performance

Development
#1. Digitalization - ATTRACTION

**PROJECT:**

A mobile recruitment app

- Pre-Employment Test / Assessment
- Interview Scoring
2. Digitalization - PERFORMANCE

PROJECT: MyPDR

A mobile / online performance tools

JD Review / Goal / Contribution

Global Competency
#3. Digitalization - DEVELOPMENT

PROJECT: My Learning

A mobile / online learning tools

e- Learning

Qualification