The Application Prospects of Blockchain Technology in Human Resource Management

Jingting Lai*
Nanning College for Vocational Technology, Nanning 530008, China. E-mail: jingtinglai@gmail.com

Abstract: With the development of the times and the rapid progress of science and technology, blockchain technology has been widely used in various industries. With the intensification of social competitiveness, the employment situation in the job market in recent years is more severe. For employers, using blockchain technology to help human resource management can improve work efficiency while saving related resource costs. Therefore, blockchain technology has also been widely used in human resource management. This article will conduct a more in-depth analysis and research on the application prospects of blockchain technology in human resource management in the future.

Keywords: Blockchain Technology; Human Resource Management; Application Prospects

1. Introduction

Blockchain, as a technological manifestation presented by the development of science and technology to a certain level, currently occupies an important position in my country’s industrial production and development, and can play a very important role. For this reason, relevant government departments have successively introduced policies and regulations related to the use of blockchain to help guide the application of blockchain technology in my country’s daily industries. Human resource management is the most important industry field that helps coordinate the status quo of the entire job market. After the introduction of blockchain technology, it not only facilitates the employment of relevant talents, but also facilitates the recruitment of talents by related companies. This article will conduct in-depth research and analysis on this.

2. Analysis of the status quo of traditional human resource recruitment

To conduct in-depth research and discussion on the application prospects of blockchain technology in human resource management, we must first have an in-depth understanding of traditional human resource recruitment methods such as campus recruitment. Among various recruitment channels, campus recruitment is one of the most important ways for related enterprises and social units to recruit. However, with the gradual increase in the demand for talents in related enterprises, the pressure of competition for talents in the recruitment market has gradually increased, which has caused the traditional human resource recruitment methods to no longer meet the human resource recruitment needs of modern society[1]. The traditional human resource recruitment method has a long operation cycle, slow operation efficiency, and imperfect information release channels, and incomplete information receiving channels for applicants. Therefore, the recruiter and the applicant cannot make a perfect connection in the traditional way of human resource
recruitment. Therefore, with the development of science and technology, many researchers related to human resource management have begun to tentatively improve and perfect the status quo of traditional human resource recruitment through continuous innovation of science and technology. The use of blockchain technology is produced in this environment. Only by continuously carrying out scientific and technological innovation and introducing it into the daily work process of human resource management, can we conduct a good guidance and improvement on the traditional human resource recruitment methods.

3. Analysis of existing problems at this stage

There are a series of problems in the process of using traditional human resources recruitment methods to recruit. If we do not conduct in-depth research and discussion on these issues, then human resource recruitment methods will not be perfected and improved.

3.1 Imperfect credit system

The credit system here refers to two aspects. The first aspect is the incomplete construction of the credit system of the relevant companies and employers that post jobs. With the development of information technology, many third-party recruitment software and recruitment platforms, in order to attract more merchants and employers, will not strictly review and inspect the authenticity and credit issues of merchants and employers. Therefore, in the process of publishing relevant recruitment information, the authenticity of the recruitment information and the authenticity of the employer are both questionable. However, campus job seekers often lack the corresponding social experience, and it is difficult to verify the relevant recruitment information. Therefore, it is easy to negatively affect your job search due to the interference of untrue recruitment information during the application process, and even cause personal injury and monetary loss. The second aspect is that when employers and enterprises conduct credit investigations on campus applicants, because there is no more scientific and complete credit system, because there is no scientific and reasonable credit system to enable relevant employers and enterprises to inquire about personal credit information. Therefore, from the perspective of the employer, and then inspect the candidates, there is still the risk of being deceived by the candidates’ false information in the process. Therefore, the imperfect credit system is an important problem in human resource management at this stage, and relevant researchers should pay attention to it.

3.2 Difficulties in information circulation

Since the talents required by each industry field are different in terms of technical literacy and professional literacy, in the process of recruiting talents in related industries, if talents corresponding to their majors and fields receive recruitment information in real time, then it is necessary to realize the full speed of information circulation and improve the effectiveness of information release and reception. But in fact, many applicants do not have sufficient experience in how to understand and verify recruitment information due to lack of job hunting experience when conducting job hunting activities. Or companies and employers have professional channels to communicate information in the social recruitment field, but they cannot make real-time docking of their recruitment information with their professional counterparts during campus recruitment. This directly leads to the difficulty of information circulation. Applicants who are suitable for the employment standards of relevant enterprises cannot collect relevant recruitment information in time to apply. The basic information and abilities of teachers who come to relevant enterprises to apply cannot meet the requirements and standards of employers. If the related problems are not resolved, then the human resource management still cannot be improved and perfected in the current stage of the development process.

3.3 The security of personal information cannot be guaranteed

When job seekers conduct job hunting activities, in order to enable relevant employers to have a detailed understanding of their basic situation, relevant job seekers will conduct relevant job hunting activities by submitting their resumes and using personal recommendation letters. Some materials used in the process of job hunting have very spe-
specific personal information, and some even involve personal privacy. But in the current human resource management process, there is no more scientific and reasonable technology to protect the personal information security of job seekers in job hunting activities. If the personal privacy information of the job seeker is leaked, the job seeker’s daily life is likely to be disturbed, and some job seekers may even encounter fraud due to the disclosure of personal private information. Therefore, in the process of modern human resource management, how to ensure the safety of personal information is still a question worth pondering.

4. Application analysis of block chain technology in human resource management

As there are still a series of shortcomings in the current human resource management process, if human resource management is to become more perfect and scientific, it is necessary to reasonably use blockchain technology to research and analyze human resource management. The application of relevant measures will be studied below.

4.1 Use blockchain technology to improve recruitment methods

As mentioned earlier, due to the mismatch of information resources, the knowledge-seeking interests of job-seekers cannot be guaranteed, and employers cannot carefully distinguish the job-seekers’ job information in daily recruitment activities. In order to alleviate and improve this contradiction, related technical researchers began to try to use blockchain technology to build a human resources credit platform\[5\]. The establishment of relevant credit platforms can make the job search process in the workplace more open and transparent. Employers and companies can use relevant platforms to learn about each job seeker’s relevant professional data, personal information, and personal experience in detail. Job seekers can also use relevant platforms to get a detailed understanding of the credibility, scale, and benefits of employers and enterprises. It can to a large extent promote resource equivalence between the two aspects. It has a relatively positive impact on reducing job seekers’ job-hunting risks and improving the efficiency of the job recruitment process. From this point of view, the use of blockchain technology in human resource management can bring more positive promotion.

4.2 Use blockchain technology to enrich salary payment methods

In the traditional market recruitment process, employers usually recruit relevant talents on a full-time basis. But in fact, some jobs in many employers do not require full-time talents to complete related jobs. If the full-time salary payment method is used to pay for related positions, it will not only increase the capital cost of the employer, but also waste the time cost of related staff. The use of blockchain technology can enrich the original single payment method. The changes in salary payment methods have largely promoted the changes in the recruitment status of a single full-time model\[6\]. With flexible salary payment methods for personal labor payment, relevant employers and enterprises do not need to use full-time recruitment to recruit talents for related positions. This can reasonably optimize the allocation of human resources, and can also help relevant staff to make reasonable optimization arrangements of working hours. This can have a positive effect on enhancing the competitiveness of the job market and helping relevant companies reduce financial risks.

4.3 Use blockchain to stabilize employee relationships

In the traditional recruitment process, the relationship between companies and employees is maintained by paper contracts. But in fact, this paper contract has a higher risk of being tampered with and lost. Once an employee has a labor dispute with the company, it is necessary to rely on the contract to resolve the related issues. If there are doubts about the authenticity and rationality of the relevant contract itself, all labor arbitrations based on the contract will be biased. However, if blockchain technology is used to generate smart contracts, the risks that may have occurred during the implementation and use of paper contracts will no longer exist. Relying on the blockchain technology to generate the smart contract itself can prevent being modified and lost through secure storage. Therefore, in modern
society, the use of blockchain technology to draw up related contracts can not only protect the rights and interests of applicants to a large extent, but also make related labor arbitration disputes more simple and clear. Therefore, from the perspective of stabilizing employee relations and resolving labor disputes, research and analysis of blockchain technology are carried out. The role of blockchain technology in human resource management is huge.

4.4 Use blockchain technology for business training

In the traditional business training process, due to the qualifications of training institutions, it is impossible to obtain real-time verification by relevant trainees. Therefore, it is not ruled out that many training institutions will use information inequality to recruit students illegally and unreasonably, and conduct relevant trainees. In order to enable relevant trainees to carry out daily training in formal, reasonable and legal training institutions, the relevant education platform can use blockchain technology to establish a database storage system. This kind of database storage system is a trustworthy training and educational institution certification blockchain. Relevant blockchains can be open 24/7 for the public to inquire about relevant information to help the public identify the reasonableness and legitimacy of relevant training institutions. At the same time, employers are applying for applicants who have obtained academic certificates and skill level certificates through training institutions to serve as vocational skills to participate in related recruitment activities. They can also use relevant blockchains to verify the applicants’ academic certificates and skill level certificates. This has a positive effect on protecting the rights of trainees and the legal right of the employer to know. Therefore, from this perspective, it is necessary and meaningful to use blockchain technology for business training. It can help regulate the entire human resource management industry scientifically and rationally, and make related career recruitment more scientific and standardized.

5. Prospects for the future development of blockchain technology

At this stage, blockchain technology can make the entire human resource management industry more standardized and scientific. It is necessary to protect the personal rights of relevant applicants and also protect the legitimate rights and interests of employers. In the future development process of blockchain technology, there may be related job search functions that can help applicants to customize their personal capabilities, and use their huge information query capabilities and information storage database to help relevant applicants match their capabilities quite a job position. In this way, relevant applicants can use blockchain technology to carry out highly purposeful job hunting activities, which is very helpful to improve the job hunting probability of applicants.

6. Conclusions

All in all, blockchain technology can play a significant role in human resource management. But this does not mean that blockchain technology can only play a good role in promoting development and improvement in human resource management. In fact, blockchain can be helpful in various industries fields and carry out technical changes and traditional models’ changes. Therefore, it is necessary to vigorously develop blockchain technology.

Acknowledgement

2020 Guangxi University young and middle-aged teachers’ scientific research ability enhancement project “Research on the Application Mode of Blockchain Technology in Enterprise Human Resources Performance Management” (Project number: 2020ky30023, project area: Humanities and Social Sciences)

References


