

HR Focus Areas 2023

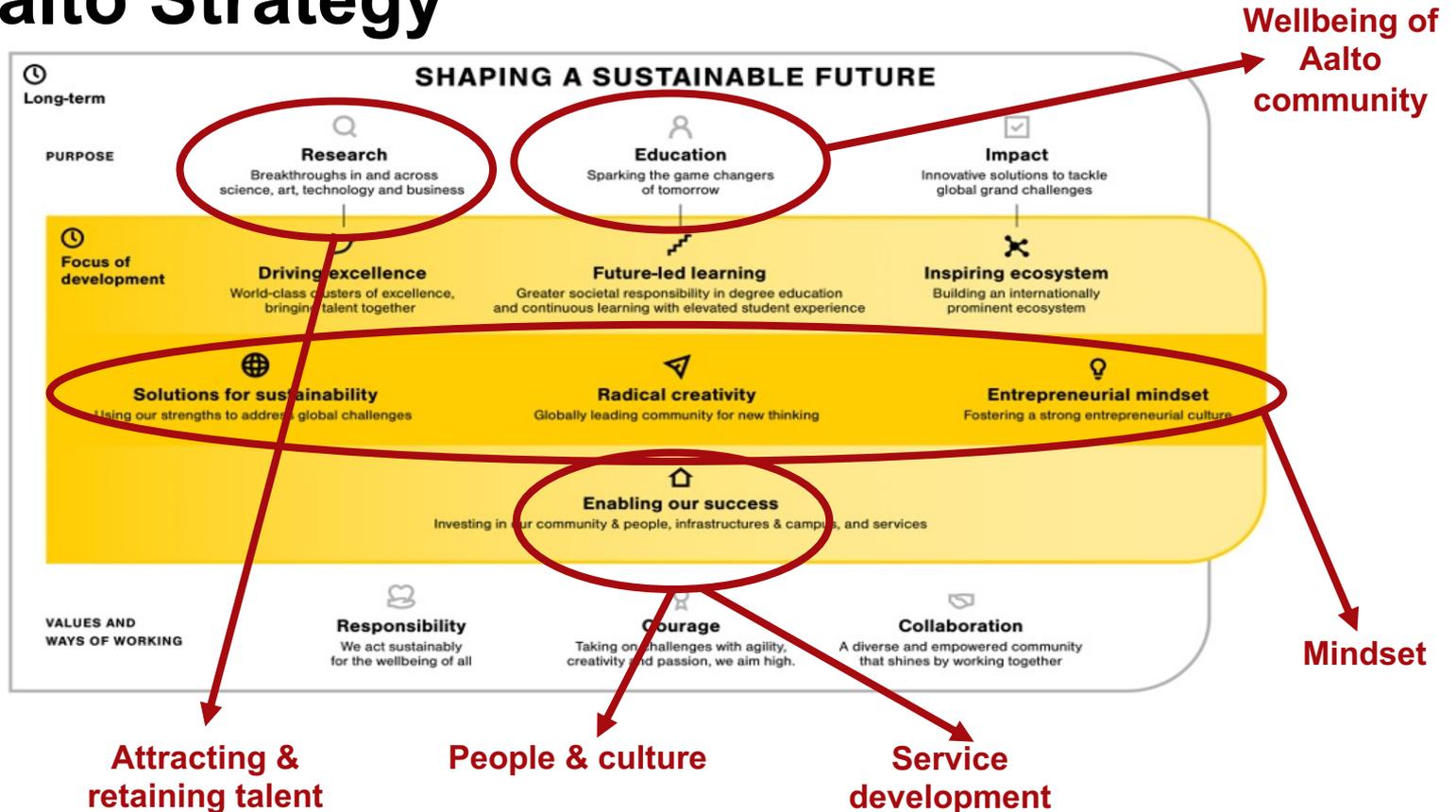
Riitta Silvennoinen
9.6.2023



Aalto-yliopisto
Aalto-universitetet
Aalto University



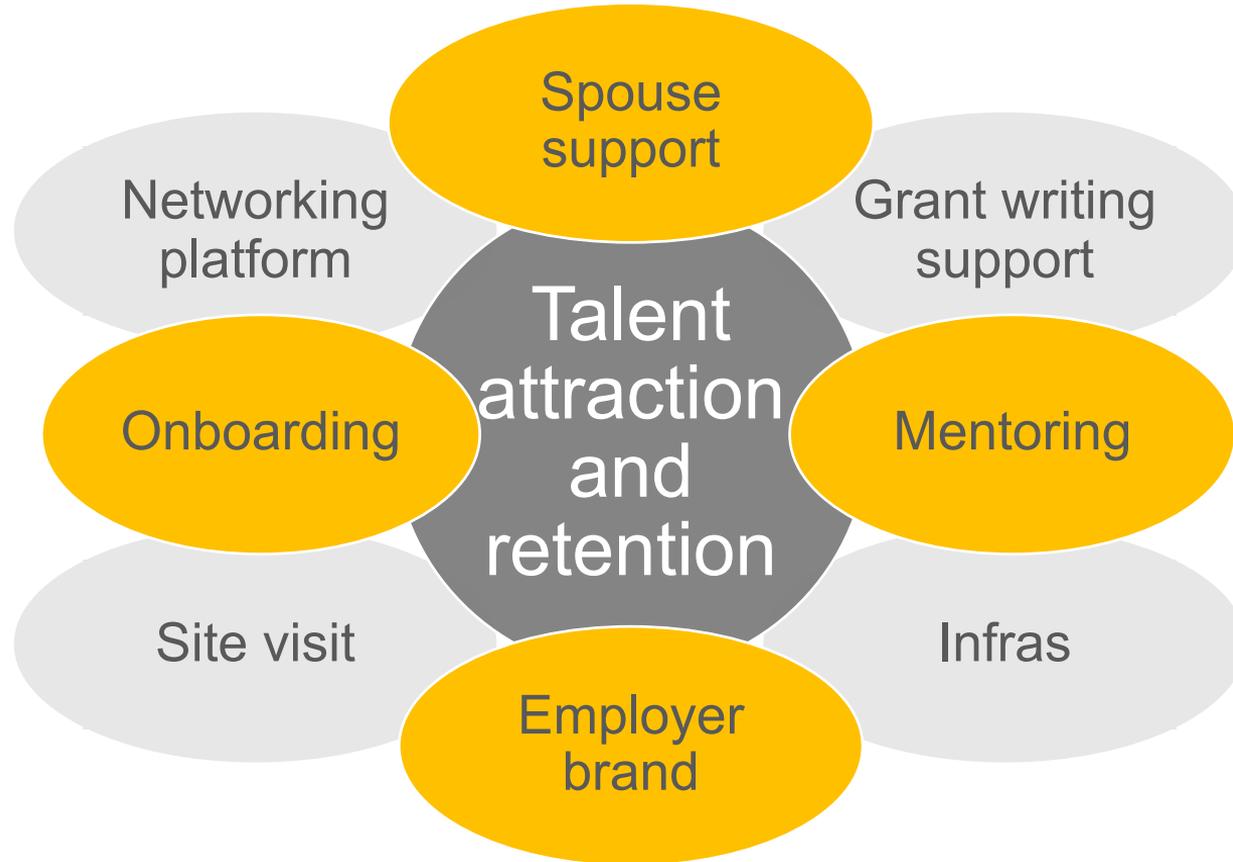
Aalto Strategy



HR strategic focus areas 2021-2024

- **Attracting and retaining talent (Research)**
- **People and culture (Enablers)**
 - Culture development
 - People development (incl onboarding & mentoring)
- **Holistic wellbeing (Education)**
- **Digital HR & Data driven HR (Enablers)**
- **Services mode of operation – HR (Enablers)**





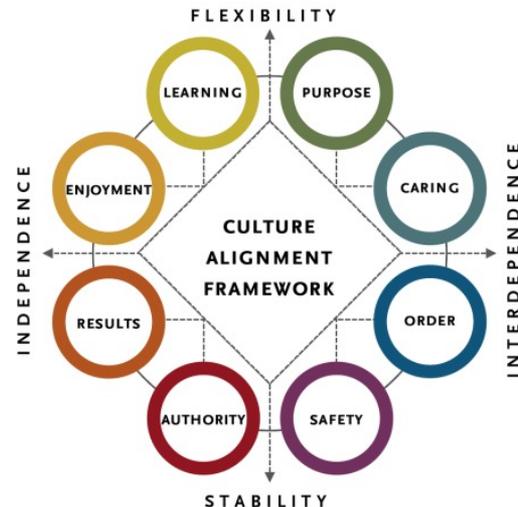
Developing culture via dialogs



Walk in my shoes series



**Code of
Conduct
e-learning**
(mandatory)

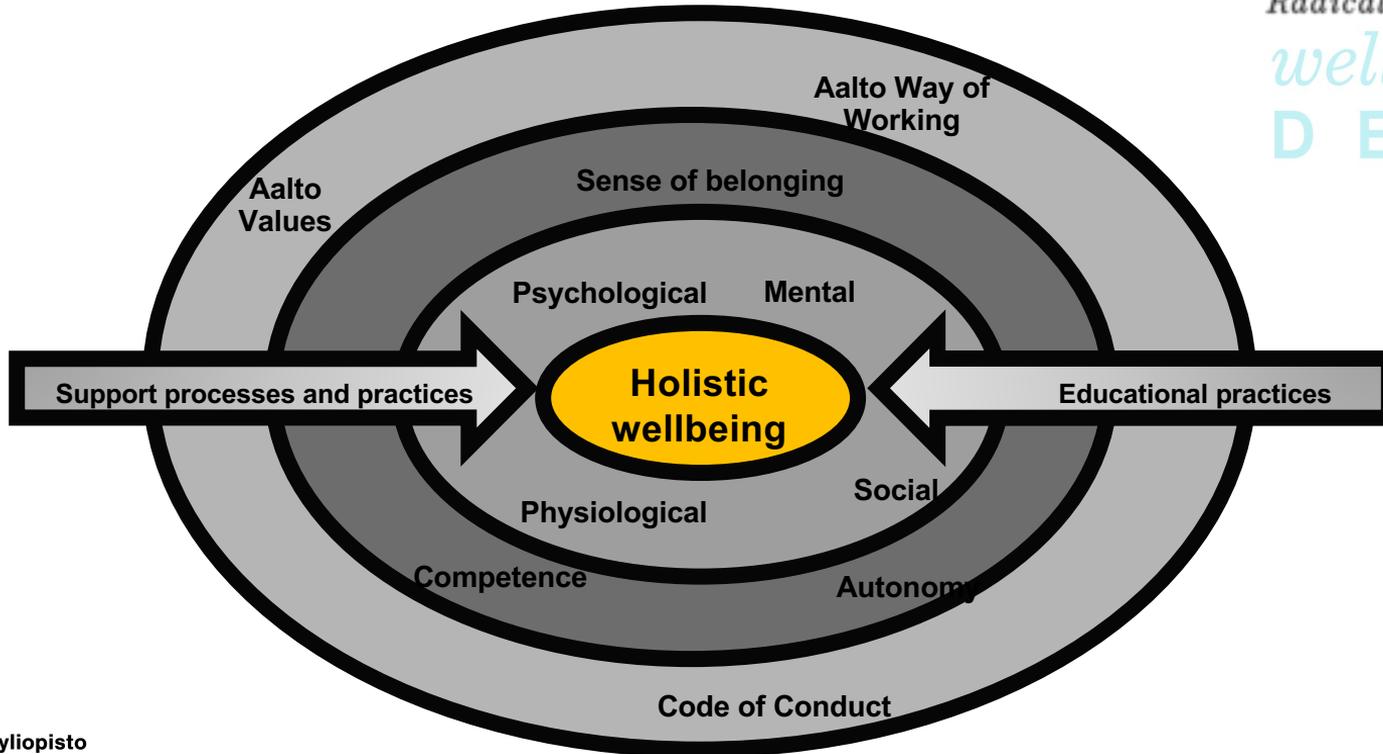


Model by Boris Groysberg, Jeremiah Lee,
Jesse Price, J. Yo-jud Cheng

**Workshops: creating a common
language for talking about culture**

Holistic wellbeing at Aalto

OASIS^{of}
Radical Wellbeing
wellbeing
D E S K



Steps in Digitalization



2018 - 2019

- Public tendering of HR digi paltfrm
- Workday implementation project begins 2018
- Workday HCM go live 5/2019 (employment life cycle)
- Workday Learning
- Integration to identity mgmt and payroll system



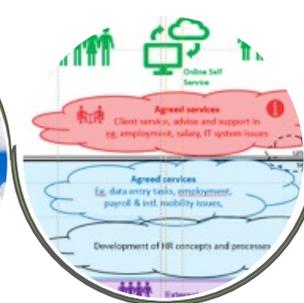
2020

- New WD features: Job grading (YPJ), MyDialogue-performance mgmt, absences and vacations, pulse surveys
- Continuous process and report development
- Preparation for recruitmetn system tendering



2021

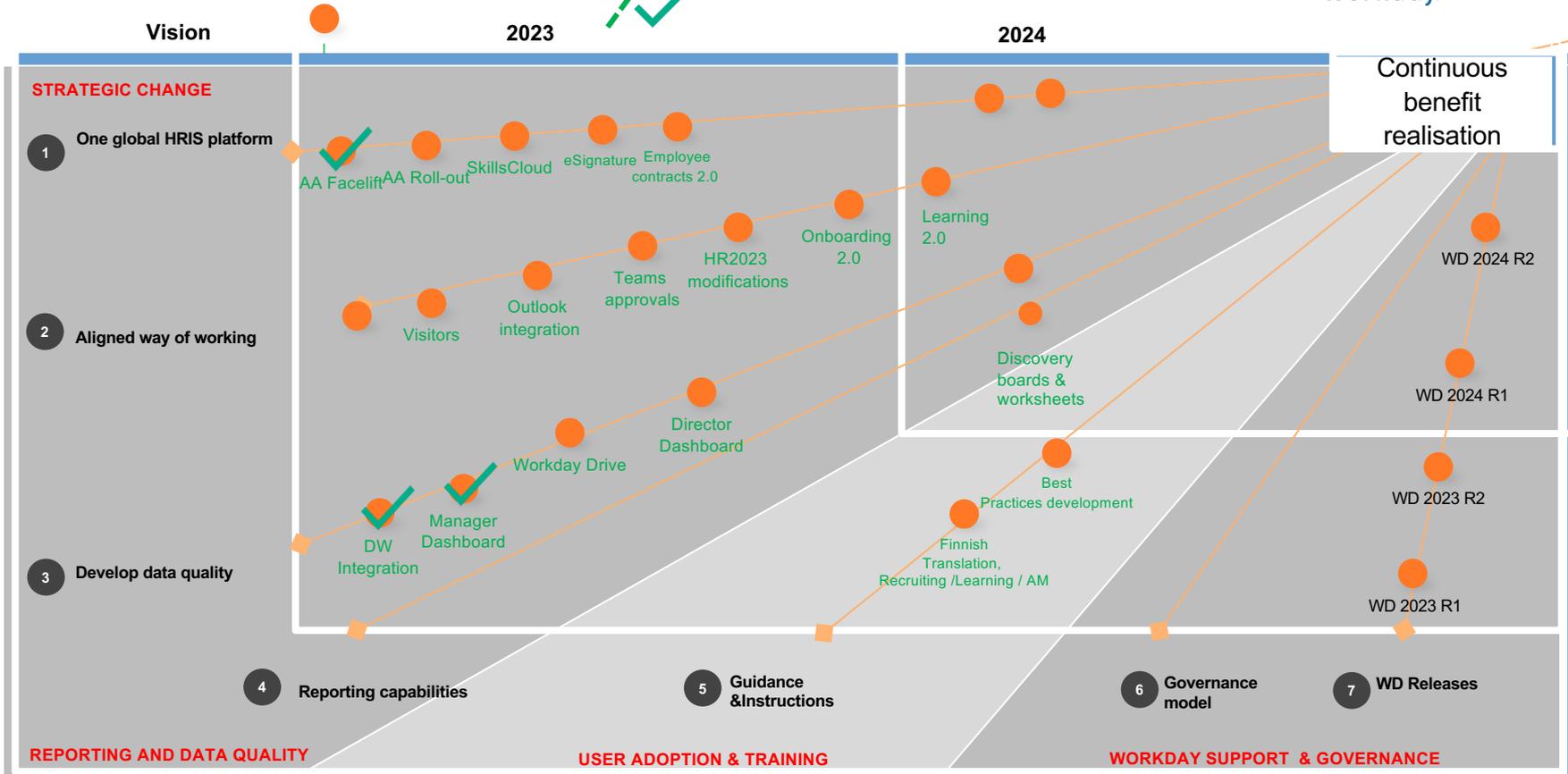
- Workday Academic Management implementation
- Ancillary activities in WD
- Workday Recruiting – tendering and implementation



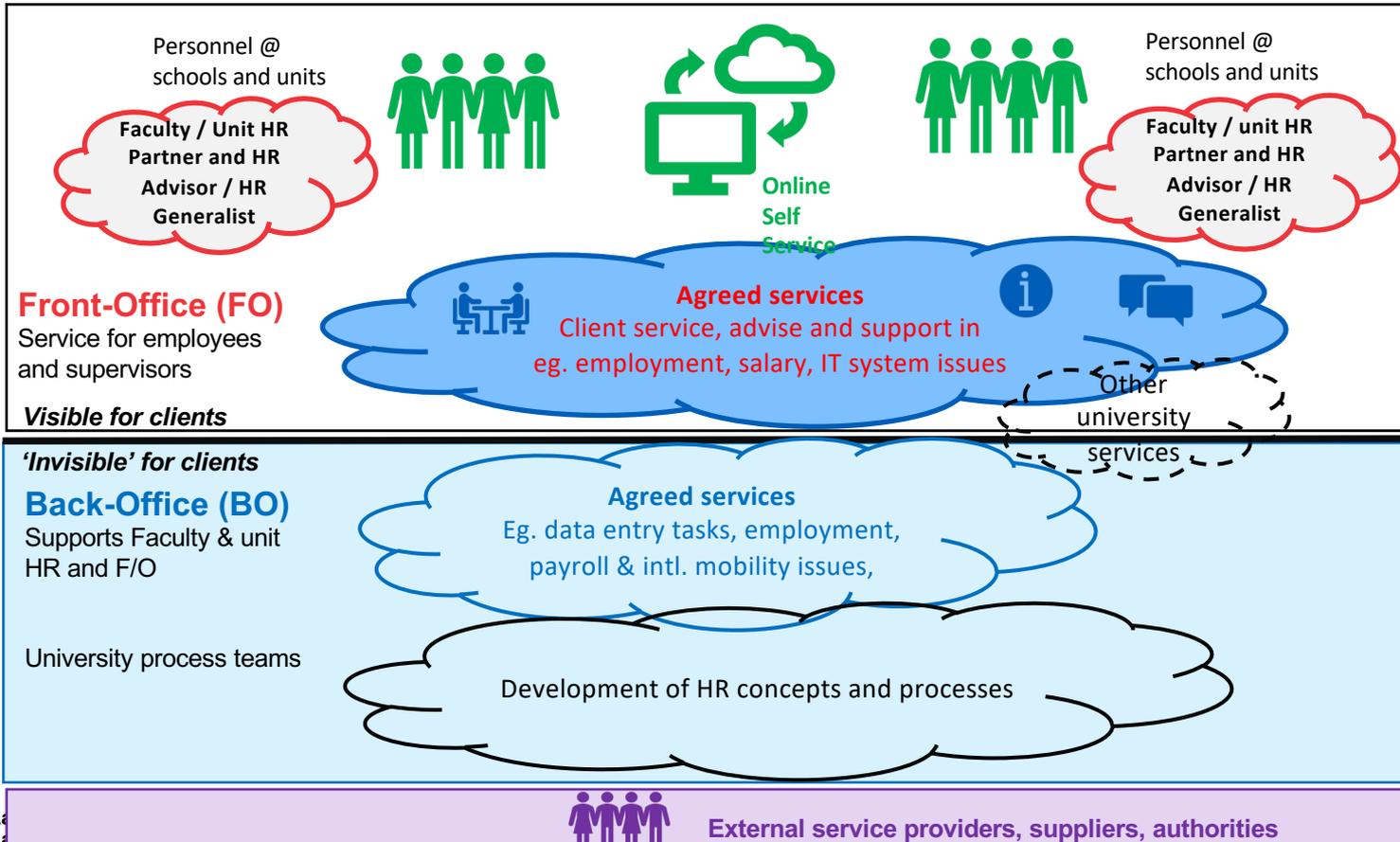
2022 - 2023

- Robotics pilots in payroll
- One time payments 2.0
- Ancillary activitiest 2.0
- Digital signing
- Skills cloud

Aalto Workday Roadmap 2023 – 2024 (updated 5/2023)



HR Service Support for Aalto personnel



Phased implementation

Implemented / in progress

- Guidance & service: vacation, time off, work time, HR systems support
- Assignment contracts

Pework ongoing

- Hire and contract extensions (monthly paid)
- Recruitment

To be explored

- Onboarding
- Supplemental pay
- Visitor contracts
- Hire of hourly paid teachers and course assistants
- Incoming international staff
-

HR focus areas 2023

