Augmented Reality (AR) and Virtual Reality (VR) technologies are becoming more accessible and are expected to have a significant impact on the future of Human Resources. AR involves overlaying digital elements to the real world with the help of devices such as smartphones, tablets or smart glasses. VR involves immersing users in a completely virtual environment using VR headsets, and even interacting with it with sensors of movement, hand controllers etc. These technologies can have countless applications, e.g. in gaming, therapy, education, etc. They can also prove innovative solutions to common HR challenges, such as recruitment, onboarding, employee engagement, and training.

**Virtual Training Modules**

He finds it challenging to provide hands-on training for complex equipment and machinery. Some of the machines are delicate to handle and potentially dangerous for unexpert hands. The best way is to learn by practice, but he is concerned about the safety of trainees.

Alex realizes that the training could be done in virtual scenarios to avoid any risk. He creates a business case and he explains to the stakeholders the importance of an investment in VR equipment and the realization of 3D training modules.

It's not hard to convince the stakeholders. Considering the risk of damaging workforce and equipment, the investment cost is a minor concern.
With the help of VR, the new employees can learn and practice their tasks using virtual training modules that simulate real-life scenarios in a safe environment.

This allows Alex to train employees more effectively and efficiently, without the risk of accidents or damage to equipment.

Thanks to VR technology, Alex can now provide comprehensive training to new hires, ensuring they have the skills and knowledge they need to succeed in their roles.
Maria is an HR manager at a growing tech company, in the process of improving their new-hire onboarding and training.

With the help of a developer, she creates a mobile application with Augmented Reality capabilities to create interactive and engaging experiences for employees during onboarding.

With AR, Maria creates virtual tours of the office and company facilities, allowing new employees to familiarize themselves with the workplace before their first day.
She also creates interactive training modules that use AR to provide hands-on learning experiences.

The app’s AR features are easy to use and intuitive, and the new employees have fun learning their tasks. This results in a faster onboarding process.

Thanks to AR technology, Maria created a more engaging and immersive onboarding experience, which helps new employees feel more connected to the company from the start.

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