

Block Chain: The Future of HR in real estate

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Abstract- While disruption from blockchain is all the more normally connected with territories like installments and capital markets, its consequences on HR in the real estate sector will be significant and unavoidable.

As opposed to concentrating on the complexities of the innovation itself, HR capacities ought to consider the advantages blockchain conveys, for example, reliable confirmation of counterparties' identities without the inclusion of an outsider – and after that distinguish issues and areas lacking efficiency in their current tasks and operations that could be tended to through blockchain along with property purchasing, as technology has started reshaping and expanding all markets.

This study will focus on how Blockchain technology will affect and change the future of HR trends, specifically in the real estate sector.

Key words: blockchain, real estate, human resources, disruptive innovation

I. INTRODUCTION

"Blockchain" is topping in recurrence in corporate meeting rooms and has turned out to be difficult to overlook or ignore. "Blockchains automate away at the centre. Instead of putting the taxi driver out of a job, blockchain puts Uber out of a job and lets the taxi drivers work with the customer." [1]

Blockchain innovation offers a form of shared record-keeping which is intended to be hard to mess with. Blockchain innovation works through decentralized shared stages, building resilience against the spread of tainted data and boosting protection from misrepresentation.

blockchain innovation use thousands, even millions, of PCs that keep the record of an occasion or exchange in an open record.

Recruiters would be excited to locate a progressively proficient approach to check employment up-and-comers' accreditations, including training, confirmations, work involvement and aptitude test scores and skills, also finance chiefs would respect an innovation that makes their occupations less mind bogging and expensive, taking into consideration timelier installments to worldwide representatives.

Those are only two of the potential uses of blockchain that are probably going to affect HR soon. Best known as the backbone innovation for the advanced digital bitcoin, blockchain is an encrypted and computerized record of open ledger composed into groups of information called blocks and are appropriated over networks.

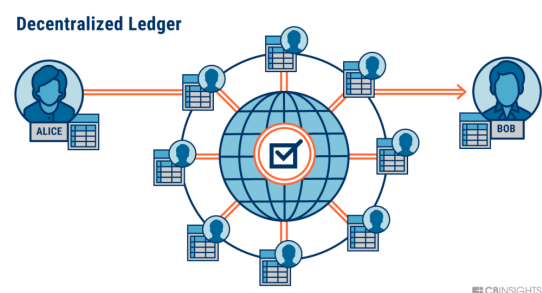


Figure 1

Each record is encoded, and in light of the fact that it is for all intents and purposes impossible for anybody to control these a large number of PCs at the same time, the record keeping is amazingly secure.

"Organizations like Maersk, Accenture, Facebook, etc. are investing aggressively in the blockchain.

Accenture in partnership with companies like Microsoft launched the project ID2020 to support the UN Sustainable Development Goal which aims to provide a legal identity for all, including birth registration, by 2030.”[2]

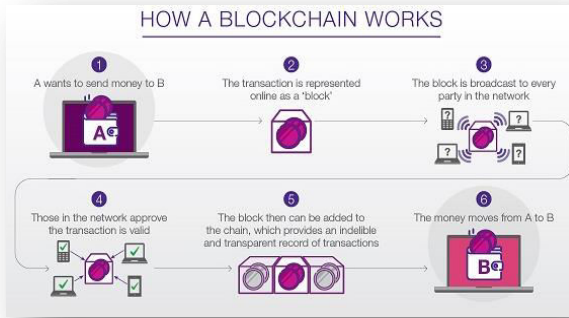


Figure 2

With the help of blockchain technology, the human resources department will be able to aid to the issues that the real estate companies are facing, such as lack of transparency, loads of paperwork, greater risk of frauds, too many intermediaries intervening and lack of proper transaction speed. With Blockchain innovation, HR can provide a better environment in the organization along with catering to the customers needs and demands by keeping up with the technological advancements that are taking place.

In this research, we dive into how blockchain innovation could change the land business, and the sectors where we're as of now observing its effect, specially how blockchain is changing the future of HR in the real estate sector. Some zones of most noteworthy effect for blockchain incorporate; international payments and portability; talent sourcing along with talent management; efficiency gains; and digital security/misrepresentation avoidance.

II. LITERATURE REVIEW

Should HR supervisors overlook the essential explanation that blockchain exists in any case? Maybe not. In the event that you just contract laborers who live in developed countries, actualizing crypto-based payroll may appear to be

completely pointless. Paying in standard, fiat money just bodes well. In any case, with organizations that contract on a worldwide scale, paying in Bitcoin, Ethereum, or different cryptographic forms of money will make sense. Laborers need to have the option to get to their cash, move it, and use it to purchase merchandise and ventures easily.

How blockchain innovation functions isn't really that significant. What makes a difference is that it carries the capacity to set up trust between two machines, individuals or substances, and later be able to transfer value safely and straightforwardly between them. A gander at the verifiable setting underlines why blockchain speaks to and represents such a seismic move in any business.

Nine years prior, the open source code for blockchain was let out, opening the path to the immediate trade of significant worth with anyone on the planet. Today, this weighty ability implies blockchain is as of now upsetting numerous enterprises, with segments, for example, insurance and installments in the cutting edge.

Be that as it may, as blockchain-driven innovations pick up force and scale, plainly its consequences for HR and the working environment will be unavoidable crosswise over ventures and society in general, molded by the four manners by which it influences worth trade (see data board).

<p>remove need for back-office</p> <ul style="list-style-type: none"> • doesn't require reconciliation, receipt, purchase order etc. • can create annual savings for financial services.
<p>remove need for 3rd party</p> <ul style="list-style-type: none"> • no third party involved between counterparties in the middle of the transactions, estate agents etc.
<p>business logic into single transaction.</p> <ul style="list-style-type: none"> • creates ability to create smart contract. • for example, if the cost code changes, then their permission to access system and data can also be programmed to change automatically • enables to codify written word in technology
<p>immutable proof of providence</p> <ul style="list-style-type: none"> • proof that transaction has taken place. • the record cannot be deleted or altered without other parties knowing

Figure 3

Some huge occupants are as of now wagering on the tech: Real estate company RE/MAX has gone into a few associations to investigate blockchain

use cases, while Hilton Worldwide has started utilizing a blockchain-based property the board framework.

Japan has been successful in developing a prototype for ensuring resume authentication for all the job hunters through the blockchain technology in the aim of increasing transparency and ensuring that transactions and contracts are being done with verified identities.

III. RESEARCH METHODOLOGY

Data has been collected on the bases of secondary research method. Existing data which has been collected through different sources which are public libraries, surveys, articles, journals, non-governmental data etc. have been summarized.

Deloitte led this review between February 8 and March 4, 2019, fundamentally as an examination vehicle to increase more prominent experiences into the general attitudes and interests in blockchain as an innovation. The survey shows those assessments and observations around blockchain and the potential effect of the innovation later on. The data shared gives outlines of a subset of the general information and bits of knowledge gathered.

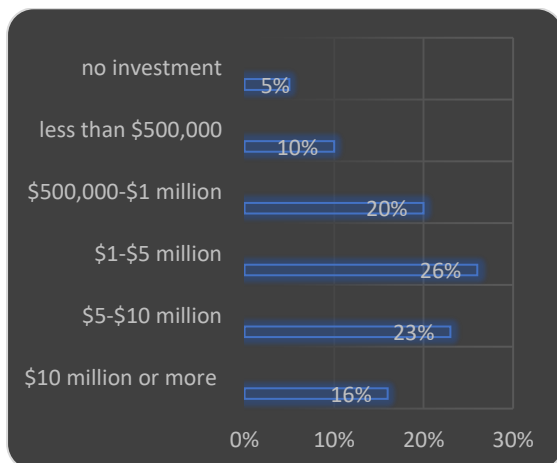


Figure 4

Analysis of Figure 4 is based on the survey question-how much will the organizations invest in blockchain technology and it is seen that many companies have slowly started investing more over the years from 1 million to 10 million dollars.

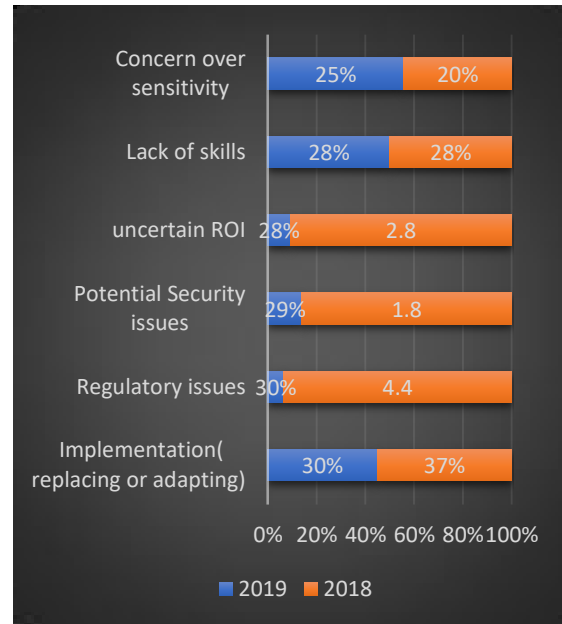


Figure 5

Figure 5 is based on different barriers that are stopping companies from investing in Blockchain technology. A comparison is made between 2018 consensus and 2019 consensus.



Figure 6

Analysis of figure 6 is based on what programs are available in the organization to develop the in-house blockchain skills. It is seen that recruitment involves the highest percentage (55%) of involvement of Blockchain technology for in-house skills development.

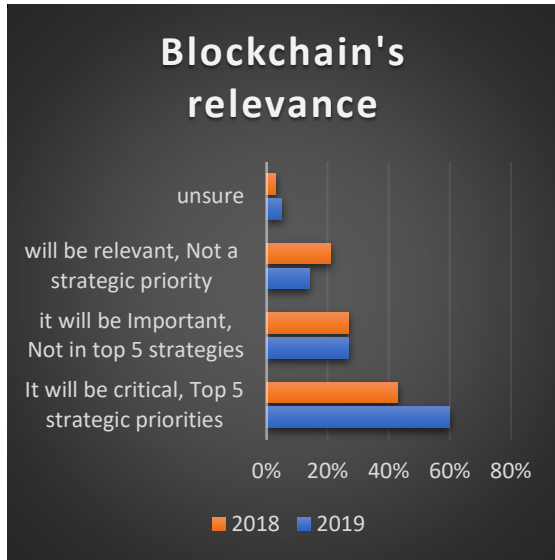


Figure 7

Figure 7 shows a comparison of how relevant blockchain is to an organization. It shows that it will be considered important and will be a part of the top 5 strategic planning of an organization (2019)

IV. DATA ANALYSIS

According to the data collected, the analysis implies that Blockchain innovation offers a verifiable and control safe alternative for sharing data, (for example, valuation subtleties). It improves trust and provides transparency.

Reducing siloed databases: Real estate procedures would profit from secure and alter safe shared databases that assemble information and records from different various partners in a single spot.

Making exchanges and transactions progressively productive: Most land exchanges are still directed through wire moves and require expensive check forms that can take days to finish. Earlier transactions on real estate took about a week or more to conclude, but today it takes only around 30

minutes. Blockchain-based exchanges could empower a streamlined procedure which conveys rapidly and reduces costs.

“Massive intelligence on a decentralized global computational substrate, an underlying layer, should change the architecture of the firm from a large collection of specialized departments run by humans, to software agents that can cooperate for longer periods of time to serve ongoing customer needs such as utility and maintenance. Others will swarm round a short-term problem solve it, dissolve just as quickly, having served their purpose.”[3]

Limiting the use of intermediaries: Many middle people — from agents to escrow companies can be rendered obsolete by blockchain-based methodologies, as records could be put away, checked, and moved utilizing blockchain technology. All the different services from various stakeholders across are now being put into a single platform hence Removing the requirement for go-betweens could significantly decrease expenses and spare time.

“The big guys will start using it if they believe there is regulatory and information security. Trading of digital real estate assets is complex. When you transact a digital token with a regulatory service in the background, this will drive confidence in the market,” [4]

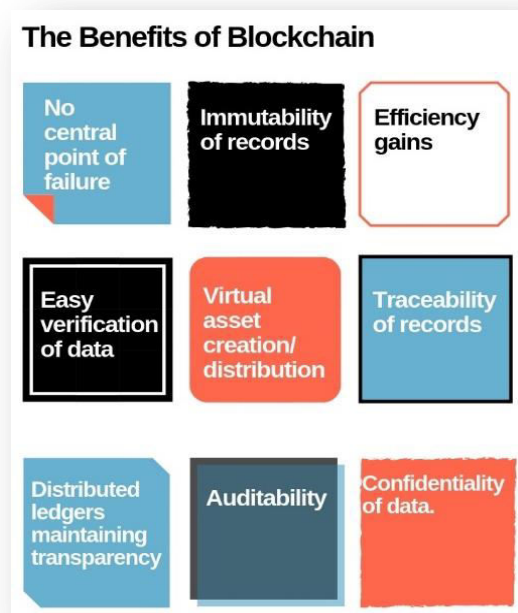


Figure 8

HR revolution in 3 different stages:

The first stage in HR could begin with blockchain-based vocation interpersonal networks and work stages that give confirmation of applicant personality and certifications, continuous installments for time sensitive laborers, and concurred advanced benchmarks in representative profiles. By owning and dealing with their own data, people could have full command over their information, enabling them to anticipate deception and making trust among applicants, organizations, talent platforms, and bosses. candidates searching for a job could be certain that the data provided was right; and employers could confirm that piece of data.

The second stage of blockchain could give benefits in the more extensive talent ecosystem and the related effect of having a greater, more grounded, more attractive gig economy while decreasing the quantity of full-time business contracts.it will help in ability search and in expanding efficiency. Profession profiles constrained by people could be hung on a blockchain, and be checked by outer specialists, encouraging an increasingly proficient market.

The conveyed idea of blockchain and its capacity to coordinate ability or talent networks to business openings could open up an expansive scope of new ability sources, making new chances to increment decent variety of contracts by topography, abilities, and discernment, and essentially removing the recruiting specialist job for generally many positions.

The third stage will deal with different business models. At its center, blockchain is a distributed innovation between individuals, enabling us to execute without the requirement for incorporated go-betweens. This vision will empower more noteworthy proficiency around business related exchanges (i.e., search, coordination, exchange, contract execution) without intermediaries. Our own work profiles will have appraisals and references that will empower every one of us to connect to decentralized work marketplaces.

Blockchain innovation could react to the requirements and improvements of associations, which would should be dexterous to work in a worldwide and straightforward way. Work and laborers will consistently be fundamental to associations, which will lead to multiple innovative business models and processes to work with.



V. CONCLUSION

There is a lengthy, difficult experience ahead before blockchain technology innovation arrives at the maturity stage. Organizations are as yet trying different things with its applications, and numerous issues stay to be addressed as the overall population keeps on figuring out how to utilize and comprehend the decentralized innovation. In addition, blockchain innovation must beat the fairly negative picture it has picked up from theoretical cryptocurrency bubbles,with some projects amounting to thinly-hidden easy money scams or even by and large misrepresentation or fraud.

According to the consensus, HR capacities need to start including blockchain nearby other developing advances in coming up with their computerized methodology. The capability of blockchain ought to be considered to upgrade viability and effectiveness close by the more extensive ramifications for the eventual future of work.

What was obvious from the discussion is that blockchain is an innovation whose opportunity has arrived in HR, and that the extension and size of its suggestion mean it can't be disregarded. The race to hold onto upper hand through blockchain has started and HR capacities must go along with it now, or really risk being deserted or left behind.

However, obviously this developing technology can possibly upset numerous ventures, including real estate. With industry pioneers and governments investigating and executing blockchain applications in the real estate sector, it's conceivable that this old industry might be one of the first to make the jump into a decentralized computerized world.

Given that we are in the beginning times of the new period, we can't anticipate the reasonable planning of selection of new blockchain arrangements. Be that as it may, CHROs can lead the pack in making better associations and working environments by contributing to chip away at industry gauges (e.g., list of qualifications, definition of good work) with HR bodies, innovation gatherings, and government offices.

Blockchain could at first decrease enrollment time, cost and hazard. It could inevitably empower CHROs to get to ability in an increasingly significant manner, on a very basic level changing the job of HR and preparing for drastically new associations.

The difficulties for the cutting edge CHRO are a piece of the evolving limits of the association itself. In the event that verifying specialists can be accomplished all the more productively and viably utilizing assets that exist outside the association, this brings up some basic issues about the motivation behind an inner capacity, which tests the conventional business standards of HR the board.

VI. References

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