



A conceptual study on “The Role and challenges of Metaverse in Transformation of Work in HR Industry

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Abstract:

The Metaverse is a permanent and persistent multiuser environment that combines physical reality with digital virtuality. It is the post-reality cosmos. It is built on the convergence of technologies, such as virtual reality (VR) and augmented reality that allow for multimodal interactions with digital objects, virtual surroundings, and people. (AR). As a result, the Metaverse is a permanent multiuser platform that connects a network of socially interactive, networked immersive worlds. It allows for fluid, real-time user embodied communication as well as dynamic interactions with digital artifacts. Avatars could teleport between the several virtual worlds in its initial incarnation. The current incarnation of the Metaverse includes social, immersive VR platforms that work with open game worlds, MMORPGs, and AR collaborative spaces. The current study explores the functions and difficulties of the metaverse in the transformation of work in the HR sector. “

Keywords: Metaverse, socially interactive, VR platforms. Transformation.

Introduction:

A metaverse is a made-up universe that connects our imagination to the real world. In order to build a morphing universe where users can have a fresh experience with their virtual persona, it makes use of a variety of already-existing technology. The prefix "meta-" (which implies transcending) and the term "universe" are combined to form the phrase "metaverse." It defines a hypothetical synthetic environment interconnected with the actual world that can be accessed using a virtual reality headset or an augmented reality goggle, allowing one to visualize a virtual setting and produce an engaging experience.

More lately, it has generated a lot of attention across the globe, leading many businesses to adopt a new narrative in order to develop their metaverses and give their customers an alluring experience. It is an interesting tool that can be used by regular individuals to improve their virtual relationships with their loved ones as well as by businesses and organizations to offer interactive services to their customers. It reinvents virtual communication and provides a surreal environment that makes it possible for individuals to have conferences, play games, travel, go on adventures, and much more! But it poses a significant query. How long till metaverse adoption? Do we fully comprehend the effects it will have on our own lives, both physically and mentally?

The next portions of this research article will describe the conceptual idea of metaverses and aid in understanding its effects on humans on a physical, mental, and psychological level. The results of this study will help us comprehend the metaverse from the perspective of the consumer and will clarify conceptions of the metaverse and the dangers it poses. Businesses can make use of this knowledge to comprehend these issues and find solutions in order to create a flawless metaverse.

1. Role of Metaverse in Transformation of work in HR sector:

Although the idea of the metaverse has been around for a while, it has only just started to gain public attention. The metaverse is essentially an online environment where people may interact with each other and digitally created environments. According to some experts, the metaverse will revolutionize how we work, play, and socialize by becoming the next great thing in technology.

It is likely that the metaverse will have a considerable impact on human resources as it gains popularity and influence. HR workers may need to adjust in the following ways to this new virtual world.

a) Recruiting and Hiring:

Companies will be able to design virtual job fairs and hiring occasions in the metaverse, allowing them to draw in talent from all around the world. Because they won't be constrained by region, firms may find it easier to discover the ideal candidates as a result.

The metaverse might also make it possible for businesses to conduct more extensive candidate evaluations. For instance, businesses could design computerized simulations of employment duties and evaluate candidates' performance in those simulations. By doing this, the possibility of choosing someone who is not a good fit for the position may be diminished.

b) Training and Development:

Additionally, a new platform for employee training and development may be made available via the metaverse. Virtual environments can mimic real-world situations, allowing workers to hone their abilities and get feedback in a

secure environment. This may be especially helpful for careers requiring practical experience, such those in engineering or medicine.

c) Performance Management:

In the metaverse, companies could create virtual performance management systems that track employee productivity and provide feedback in real time. This could potentially improve employee engagement and motivation, as well as help managers to identify and address performance issues more quickly.

d) Remote Work:

One of the most significant impacts of the metaverse on human resources could be its potential to transform remote work. With virtual offices and meeting spaces, employees could collaborate and communicate in a way that feels more natural and immersive than traditional video conferencing tools.

However, it's important to note that the metaverse is still in its early stages, and there are many unknowns about how it will develop and evolve over time. HR professionals will need to stay up-to-date with the latest trends and technologies to ensure that they are prepared to adapt to this new virtual world.

2. Challenges of Metaverse in Transformation of work in HR sector:

Having the required infrastructure and technology in place is a crucial part of being prepared for a metaverse workplace. This covers topics like collaboration tools, virtual conference software, and secure networks. Many businesses are beginning to investigate the possible advantages of a metaverse workplace and are making preparations for it. Businesses that have already made investments in these tools may be better prepared to make the switch to a metaverse workplace. When it comes to the widespread use of the metaverse in the workplace, there are several obstacles. They consist of:

1. Lack of infrastructure

Most offices lack the necessary data bandwidth for the metaverse. Although it is currently being implemented and is not yet available everywhere, many people believe that the 5G internet will benefit the metaverse environment. Rahul Mehra, a co-founder of the automation business Roadcast based in India, told Slate that while he is enthusiastic about the future of the metaverse and work, he also recognises the significant issues, such as slow internet connectivity speeds. According to experts, 6G is required to advance the metaverse and realise its incredible potential. 6G, however, won't be available until 2030, and even then, it won't be fully developed. In other words, it will take the metaverse at least ten years to level up.

2. Complexity

The creation, upkeep, and management of the metaverse involve a significant amount of technical and human resources. The metaverse hasn't yet been broadly embraced by businesses and people, despite the fact that some early adopters have already started experimenting with it. This is partly because there aren't any established standards or technologies, but it's also because people are still working out how to use it and what the optimal usage patterns are. According to a Slate article, a junior manager at Accenture discussed how the organization tried to employ Oculus, a virtual reality device made by Facebook Technology, at work. She noted that having to remove her headphones in order to get her phone was a bit of a hassle.

3. Adverse physical impact:

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4. Not enough use cases

The metaverse is frequently discussed in terms of what it will be able to do. Yet at the moment, various meeting types make up the majority of use cases in the workplace. The inability to walk around or converse naturally with other callers has been cited as the main issue with Zoom calls. Yet the metaverse needs to develop into more than just a meeting simulator in order to gain popularity. Alternately, make meetings in the metaverse more effective than they are elsewhere.

5. Not enough adoption

Another significant issue that prevents the metaverse from gaining widespread adoption is traction. Despite the fact that the metaverse is always in the news, few individuals are eager to use it. An organization can only use the metaverse to interact with potential customers or business partners if the outside parties have the necessary gear and infrastructure. There is no use in creating an organization's virtual showroom if customers cannot access it. So, poor adoption is a significant barrier to the metaverse workplace becoming the workplace of the future.

Conclusion:

In conclusion, the metaverse has the potential to revolutionize the way we work, and HR professionals will need to be ready to adapt to this new reality. By embracing new technologies and exploring innovative approaches to recruitment, training, and performance management, HR teams can help their organizations thrive in the metaverse era.

The metaverse is still in its early stages of development, and it will take some time before it becomes a fully realized concept. However, with the rapid pace of technological advancement, it is likely that the metaverse will become more widely adopted and mature in the later years. While the virtual workplace is still in its early stages, it could change the way we work in a big way. The metaverse gives employees flexibility and makes them more productive by giving them a place to meet and work together. As technology keeps getting better, we can only guess what this digital workplace could do.

That said, however, there are important problems that need to be solved before we can see the metaverse workplace explode in a big way. Still, the problems listed aren't impossible to solve. For example, you might not need to wear VR headsets for very long to be in the metaverse. Instead, the metaverse could be a mix of virtual reality, augmented reality, and web browsers in the coming years. This would give the user freedom and accessibility and enable widespread adoption. The basic ecosystem is in place, and all we need is one great use case to see a huge jump in adoption. So, while the metaverse may not be ready for prime time just yet, it is definitely worth keeping an eye on as it continues to develop and grow

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