

PERPEJULANT PERFORMANCE ENTERPRISES

Official Quarterly Newsletter



Robot Intelligence

As artificial intelligence continues to develop at a rapid pace, robotics have begun to play a heightened role in various work environments. So what is the current role of robots in work environments and how will that role shift into the future?

Robots are already commonly used for manufacturing, inventory and dispatching in industrial factories and warehouses. Robots are skilled at performing automatic, repetitive tasks for which they are programmed. At present, they are currently used primarily in industrial work environments.

However, robotics is becoming much more advanced and the use of robots in work environments will likely spread to other industries in the near future. The development of machine learning could allow robots to learn and develop new skill sets just like humans, which could allow them to perform more advanced and variable tasks rather than just programmed repetitive tasks.

Eventually, if equipped with the necessary programming, robots may be able to work alongside human beings in various work environments and fill more complex roles in a variety of industries across the workforce.

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Robots and artificial Intelligence could play a wider range of more varied roles in the future workforce than previously imagined.

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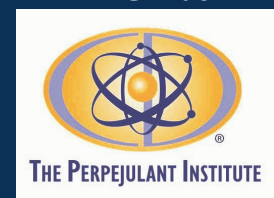
Many companies have begun utilizing psychometric assessments as valuable tools to help them determine characteristics and skill sets of employees.

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While they are not yet commonplace, robots that are designed to work alongside humans have already been developed. A robot who is able to prepare and serve alcoholic drinks like a bartender has been developed in an experimental setting. Robotic cleaners have already begun to make their debut in the hospitality industry as well. Amazon employees already work alongside robots to assemble packages for distribution. The future likely holds more numerous and more advanced roles for robots in the workforce.

The current use and development of robots in work environments seems to point toward the introduction of robots to more industries and to robot-human interaction and collaboration becoming much more commonplace across the workforce in the future.

AI Clones and Avatars

Throughout the pandemic over the past year and a half, virtual meetings have become commonplace—much more common than in-person meetings during the height of the pandemic. Many employees have developed a distaste for virtual meetings—which are commonly conducted via Zoom—because they believe that these meetings take up too much time in the workday and actually decrease rather than increase productivity.

Future work environments might allow AI clones to attend Zoom meetings in the place of live employee attendance. The development of this technology is in its earliest phases, and only a few people have actually experimented with the development of AI clones of employees for the purpose of attending virtual meetings. Only time will tell whether this technology becomes a reality and whether employees are able to gain the same knowledge by having an AI clone attend a virtual meeting in their place and report back to them as they would gain by actually attending the meeting themselves.



Robot Intelligence cont.

Many employees have already created virtual avatars of themselves and upload these avatars in place of a live video feed of their real face during virtual meetings. Some of these avatars are static images, while others are more dynamic and animated 3D avatars. Regardless, this use of avatars allows employees to turn their attention elsewhere while still remaining “present” in a virtual meeting without disrupting the meeting.

The hope is that employees only use their avatars in place of their real face when their full attention is not necessary in a virtual meeting and could be turned toward more productive work tasks, but data is unclear on the true behaviors of employees when they are using avatars in place of live video feed in virtual meetings.

Facial Recognition Technology

Facial recognition technology is commonplace in today’s society. Most modern smartphone owners use facial recognition technology every day by unlocking their devices using their face. Social media sites like Facebook utilize facial recognition technology to identify and tag users in photographs based on the appearance of their faces in those photos. The use of facial recognition technology has a long history. The very first preliminary facial recognition tech was developed in the 1960s, but it was very crude and unreliable. Over the following few decades, facial recognition technology evolved from using limited databases to identify different faces to advanced software based on complex algorithms that can reliably identify virtually any face.

Facial recognition technology already has many uses beyond just unlocking smartphones. Law enforcement agencies such as the NYPD use facial recognition tech to identify criminals caught on surveillance cameras in public places. The advancement of facial recognition technology does not seem to be slowing down anytime soon. Experts suggest that facial recognition technology will continue to improve and its applications across a wide range of industries will continue to increase rapidly over the upcoming years and decades.



The Value of Psychometric Assessments

Psychometric assessments are tools that are used to determine whether a potential employee is a good fit for a certain position at an organization. These assessments can assess a candidate's abilities and personality by measuring traits such as intelligence, values, characteristics, interests, skill sets, etc.

By measuring both the cognitive skills and the personality and behavioral traits of potential job candidates, psychometric assessments can save companies a significant amount of time and effort. Interviewing a large number of candidates face-to-face for a single position requires a lot of dedicated manpower, and it accomplishes virtually the same goal as psychometric assessments.

Just like face-to-face interviews, psychometric assessments have been proven to offer adequate snapshots of how a potential candidate for a job will fit into a company's work environment and whether or not their skill set and personality traits adequately equip them to fill the position at hand and perform well in that position. Psychometric assessments are advantageous over face-to-face interviews especially in earlier stages of employee recruitment because they are less time-intensive, more cost-effective, and less biased than face-to-face interviews.

Of course, there are still benefits to in-person or virtual face-to-face interviews. However, the use of psychometric assessments allows companies to narrow down their pool of potential candidates for a position earlier on in the onboarding process by quickly, cost-effectively, and objectively weeding out potential candidates who are demonstrated by a psychometric assessment to not be a good fit for a certain open position or for the company as a whole.



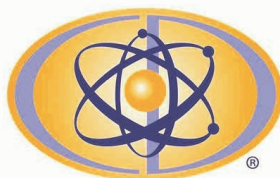
The Future of Learning & Development

Learning and development is a broad field that encompasses the provision and management of job training to the employees of a business or company. It involves helping employees acquire skills and in turn deepen their knowledge of those skills in order to better perform the job for which they have been hired. In the past, learning and development focused primarily on in-person training sessions for skill acquisition and development.

The future of learning and development is likely to be online-focused. Virtual training sessions can be as effective as in-person training at helping employees learn and develop new skills, but virtual training also requires fewer resources and manpower than in-person training sessions. The pandemic has shown that virtual learning systems can be very effective at helping employees heighten their skill sets and shift into more dynamic roles within their companies.

Technology in work environments is constantly advancing, which means that the field of learning and development is changing significantly with these technological advancements as well. Into the future, the field of learning and development will likely focus more heavily on artificial intelligence, machine learning, and the development of skills for working with new technological tools.

This means that employees will need to update their skills more often, which will require more frequent and more thorough training for employees as new technology continues to be developed for use in work environments and the workforce of the future becomes a reality.



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