## Digitalization of HR Processes

EXPERIENCE OF GEORGIAN CIVIL SERVICE

**GVANTSA BESELIA** 

HEAD OF DEPARTMENT OF HRM IN CIVIL SERVICE, CIVIL SERVICE BUREAU OF GEORGIA

# Digitalizing main processes



HRM System



Recruitment



Career Management



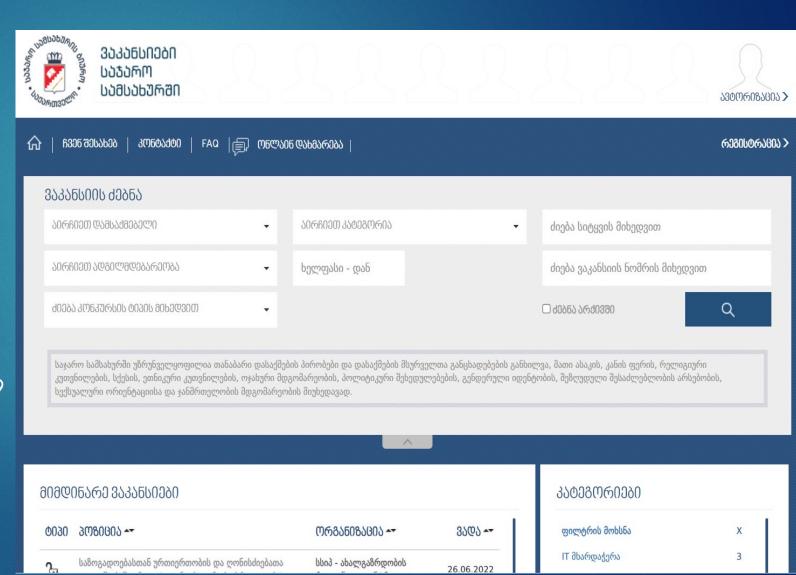
## eHRM System

- HRM Centralized System for Civil Service
- Electronic personal profiles
- Centralized data analyzes



#### Recruitment - Selection

- Platform for recruitment hr.gov.ge
- Platform for employers publishing vacancy calls, notify the candidates
- Platform for job seekers create the online resume, apply via webpage to vacancies
- Number of users/job seekers: 299 413
- Number of Organizations: 1200

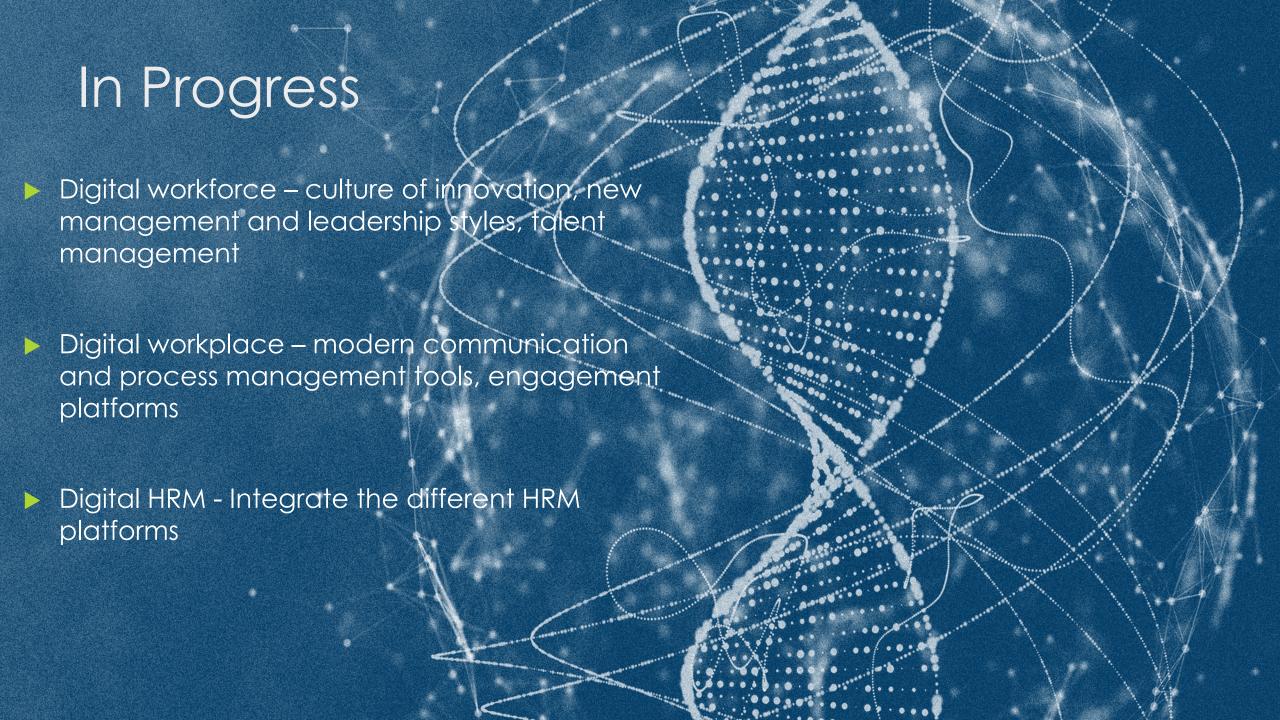


### Career Management

Digitalized Performance Appraisal

Digitalized professional Development process

Online platform for professional development



# Thank You!

GBESELIA@CSB.GOV.GE